TEXTILE BULLETIN

VOLUME 24

CHARLOTTE, N. C., THURSDAY, AUGUST 30, 1923.

NUMBER 27

VICTOR MILL STARCH - The Weaver's Friend



It boils thin, penetrates the warps and carries the weight into cloth. It means good running work, satisfied help and one hundred per cent production.

We are in a position now to offer prompt shipments.

THE KEEVER STARCH COMPANY

COLUMBUS, OHIO

Southern Representatives:

James H. Maxwell, Greenville, S. C.

Claud B. Her, Greenville, S. C.

D. H. Wallace, Greenville, S. C.

Looms Stopped for Shuttles

One serious cause of lost production in many Textile Mills is the enforced stopping of looms for the lack of Shuttles, Bobbins or other supplies, the stock of which has been allowed to run low or disappear before a new order is placed.

OUR PLAN FOR MONTHLY SHIPMENTS

Is the best kind of security against this loss of production and profits. It does not call for a binding contract, but is a form of placing orders that gives you every protection.

Let's Talk It Over. Our Salesman and Experts will explain the plan and its advantages.

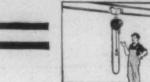
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AND the one man with the Yale equipment will perform the same work in the Safest Way, take up less working space, and do it quicker.

The Yale Spur-Geared Block is the safest, speediest, portable hand

"From Hook-to-Hook-a-Line-of-Steel"

The new Yale catalog shows you many ways to save money and increase production in your plant by using Yale Chain Blocks and Electric Hoists.

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Textile Mill Supply Co.



Textile Mill Supply Co.

CHARLOTTE, N. C.

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U. S. Bobbin & Shuttle Co.

Bobbins & Shuttles

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Concentrated Ash Textile Soda K.B. Special Ash Detergent

We Carry a Complete Stock and Can Make Immediate Shipmen

Everything In Mill and Factory Supplies

Twin and Domestic Heddles

Heddles are not a minor article to be picked up here and there. They are a vital part of your loom. Without them you could not weave. Twin wire and domestic heddles answer all weaving They are scientifically built. requirements. They are light in weight. Have no sharp edges to cause chafing, and on high count and sley work are superior to any other heddle. Send for samples of WASCO heddles.



L. S. Watson Mfg. Co.

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Manufacturers of the following machines:

COTTON MACHINERY

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COTTON WASTE MACHINERY

COTTON AND WOOLEN SYSTEMS

Pickers Willows Card Feeds Full Roller Card

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MAIN OFFICE AND WORKS .
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SOUTHERN OFFICE CHARLOTTE.N.C.

SOUTHERN IIF BUILF

VOLUME 24

CHARLOTTE, N. C., THURSDAY, AUGUST 30, 1923.

NUMBER 27

eavers' Meeting at Cleveland St

To those who were present at He based his claims upon somewhat of the cases the last bottom beams were left lying around for several Cleveland Springs, Shelby, N. C., at similar tests made on tire fabric ran out first. He put a little more weeks there was necessarily more weight on it to equalize the lifting waste.

the meeting of the Weavers' Divi
L. L. Brown said that with warp
force of the yarn that went around

J. V. McCombs carried 400 to 500 sion of the Southern Textile Associfrost, but within the next hour a stream of automobiles rolled in and when Chairman W. H. Gibson, Jr., called the meeting to order at 10 a. m., the registration showed 103 men present and the total attendance was probably about 125.

Mr. Gibson handled the meeting in his usual able maner, getting down to business at the start and persistently keeping the discussion from stalled two double head ball warprambling wide of the subject.

The first discussion was relative to the minimum amount of waste that should be allowed back of the slashers. H. H. Boyd said one half pound per beam should be the max-mum. L. L. Brown and W. H. Gib-son, Jr, said five pounds per set.

Boyd asked if any reduction had been noted from using all beams was due to friction on slasher beams. from one warper

test and had noted some reduction. beam.

W. H. Gibson, Jr., thought that waste was due to the difference in sion at Asheville and the suggestion

V. McCombs thought variation ings for the slasher beams. was due to tension on slasher heams He went home and made observa-rather than variation in number, tion and found that in 70 per cent

L. L. Brown said that with warpers set just the same, there was a ation was going to be a veritable variation in slasher waste from one day to another.

> R. T. LeGrande said he had run beams from the same warper with only one quarter pound per beam difference in weight.

> J. H. Bagwell was running 50s yarn and found his full section beams did not vary a half pound in

Marshall Dilling had recently iners with individual counters on each head. Running two ball warpers from the same creel, his counters showed a variation in the lengths of warps of 40 yards or more. He tried metal rolls carefully sized but was unable to get the heads to produce the same length warps.

He believed that waste on slashers

J. A. Chapman, Jr., observed that V. McCombs had made such a the most waste was on the last

L. L. Brown had heard the discuslength rather than to size of yarn. that the waste was due to the bear-

it and it then more nearly ran out with the others, reducing his waste to 6 pounds to the cut.

W. H. Gibson, Jr., had heard of a

special creel for back of slashers.

Marshall Dilling wanted to know if there was any way of determining the amount of friction in each beam.

Arleigh of Arabol Manufacturing which the yarn went down and ran and on tying-in machines. over rollers instead of running over nearly together. There was an individual friction on each beam.

H. E. Runge had seen all beams result of reduced waste.

S. C. Thomas had seen such system in the North and it seemed to slashers was discussed with a conwork well.

H. H. Boyd asked Arleigh if, in the system he described, the yarn from ordinary drive to the positive drive each beam went over a separate roller. Arleigh said the yarn from the back beam had to pass under all of the rollers.

Gibson showed some samples showing use of gum tape.

Thackston said that where wards

J. V. McCombs carried 400 to 500 warps in stock and had a system of turning beams on end and sending them down a track.

Chairman Gibson also showed the use of three gum papers on warp beams to indicate where loom fixer should cut off warp.

J. V. McCombs said that such tapes reduced the warp waste over half. Chairman Gibson asked for rec-

said he had seen a creel in ords on warp waste on loom beam

C. R. Riddle gave figures of .47 of the other beams. The mill that had one per cent on run out of warps it claimed that the beams ran out and .16 of one per cent on tying-in machines based upon total production of the mill.

Chairman Gibson had figures from raised to the same level with the one mill showing .15 back of slasher and :07 in front of slasher.

The question of ball bearings on siderable degree of opinion.

J. A. Chapman, Jr., preferred the The question of regulators or con-

trollers on slashers was discussed. V. McCombs had made tests showing a 27 1-2 per cent saving in steam from the use of regulators on

slasher cylinders. He made it a (Continued on Page 6)



Meeting of Weavers' Division, Southern Textile Association, Cleveland Springs, N. C., August 24, 1923.

Responsibilities of Employer and Employee

consider the mutual obligations and responsibilities of employers and workers from the standpoint of purely economic relationsships. While such general topics as loyalty and justice must be considered, the following analysis of responsibilities of employers and employees is concerned principally with specifically economic relations.

In discussing an analysis of responsibilities and obligations would appear to be desirable for a moment the three fundamental factors involved in all ployers and employees it would seem economic relationships. These three up in modern industry, without also basic factors are (1) natural re-considering the responsibilities and sources, (2) men, and (3) artificial

The activities of men in producing artificial products, through la-bor expended in changing and adapting natural resources and producing therefrom artificial products are due to the fact that society, as organized, needs these artificial products in order to continue to exist as organized society. In order to produce things of economic value from natural resources, labor must be performed upon material. This necessary labor is of many different kinds and ranges all the way from work done by highly skilledshrd work done by highly paid executives who manage and direct enterprises to common labor requiring a minimum of intelligence. Many varrieties and grades of labor are required in making these products which society needs and uses, and every kind of labor performed is essential to society.

Every person who has a job which functions in producing things which society needs, from the natural resources available, or in rendering services required of him, is a factor in the economic life of the nation. Every person who has any legitimate place in doing the world's work is actually a worker, including, along with others, the highly paid execu-five and the owners and proprietors of business enterprises.

In all the complex relationships which exist due to the almost infinite varieties of labor performed by men in satisfying the economic needs of society by producing the needed articles of commerce from the natural resources of the country there seems to be one princi-ple which should be universally applied. This principle is that each worker should receive a fair return for what he gives. Efforts to apply this principle and determine what rewards should go to a worker in return for his labor have shown conclusively that the task is not a each and every worker would re- More specifically, society, for its tion to provide opportunities for all gardless of what the immediate ceive his just share of the wealth own protection, has certain obliga- citizens to secure a vocational as profits may be for producing sham which he has helped to produce, tions relative to industrial life, well as a general education. Voca- goods for public consumption, no while every job would be rated with Labor legislation has been enacted tional inefficiency on the part of a (Continued on Page 8)

In this discussion I propose to Address of Frank Cushman of the Federal Board of Vocational Educa- majority of the citizens of any state tion, Washington, D. C., delivered at recent Southern Industrial Conference on Human Relationships in Industry at Blue Ridge, N. C.

ful in comparing and evaluating ment, and controlling working contheory has not been fully realized main that the theory itself is not sound.

Following the general idea of analyzing the responsibilities of emchligations of that great third party, the public. That the public has an interest as well as responsibilities and obligations concerning modern industrial life is generally accepted.

Turning back the leaves of industrial history to the first half of the ith century one can learn of the abuses which grew out of the "laisfez-faire" policy. Proceeding on the theory that the government should keep hands off and permit individuals to establish industries and employ labor without any regulation or dictation by the government, a condition was created which seemed to threaten the very existence of organized society. Labor was exploited without limit; child labor was practiced to a degree. which would not be tolerated today in any civilized country; and women employed for long hours at to demonstrate that it was socially unprofitable to permit such an industrial system to prevail in Engto regulate industry, so that the in-

over industry. striving. process the problems senting new aspects from year to not be ignored. year as the structure of industry and government changes.

It has been pointed out that so-

regard to the degree to which it covering the length of the working functioned in serving society.

day, the protection of women and
Theories are necessary and use-children from unsuitable employspecific cases, and the fact that a ditions as to safety and sanitation. Laws dealing with such questions and practiced does not necessarily indicate a determination on the part of the general public, as consumer, to control industrial conditions wherever there are indications that existing conditions are socially unprofitable and are tending to lower the generally accepted standards of citizenship.

obligation of society Another which is demanding attention at the present time more especially in England and other European countries is the matter of continuous deal. employment for those who want to work. A situation involving enforced idleness of persons who are anxious to work and in whose knowledge and skill society has made considerable investment, is full of danger to any state or nation. We shall all agree that under ideal conditions no person who is able and willing to work will be forced to remain idle. Enforced idleness is a social as well as an economic evil, which we are all interested to rem-The remedy is made difficult edy. by the character of our industrial activities. Many occupations are necessarily intermittent in character, having a dull period in the day, small pay under outrageous con- a dull season in the year, or an unditions. It did not take many years profitable year in a cycle. Many Many times in the past conditions of widespread involuntary unemployment have prevailed. Men who land, and from that date there has have wanted to work have been unbeen an ever increasing tendency able to find work, and employers who have wanted to provide emterests of society may be protected. ployment have been unable to do so. To say how far the regulation of Our last experience of this sort was industry should go in order that so- as recent as 1920, when labor in this ciety may prosper and progress is country was very generally thrown a question to which no answer has out of employment and employers too many laws regulating the con-reason to believe that such condi-ditions of employment and others tions will not recur in the future who believe that the government as they have in the past. Every cyshould greatly extend its control cle of industry embraces a period Doubtless govern- of acute unemployment, and we ment regulations and standards lag have discovered no way of preventfar behind the practices of the most ing the regular succession of 'periprogressive employers, but serve to ods of prosperity and depression in-bring the laggards up to the stand-volving more or less acute crises ard toward which industry itself is characterized by the sudden devel-During this evolutionary opment of unemployment. Society of govern- most certainly has an interest in mental control and interference are such situations and responsibilities bound to be eternally with us, pre- relative to unemployment which can

The fact, for example, that the 48 state governments have enacted the plant as a matter of good bussimple one. The question as to what ciety, or the people as a whole, legislation providing for vocational constitutes a fair wage or salary for have an interest in industry. There education, is conclusive evidence education, is conclusive evidence charity. any given line of work is exceeding- are many angles to this interest and that the public is coming to apprely complex, and it is not likely to be many ways in which the welfare ciate its interest in the effective be cited for the employer is his obsatisfactorily settled in the imme- of society, as a whole, is affected by training of workers. Because of ligation to the public to produce diate future. Under ideal conditions industrial employment relationships, this interest society has an obliga- honest goods at a fair price. Re-

or any nation would lead inevitably to economic ruin, moral deterioration and political corruption.

In discussing the obligations and responsibilities of employers fact should be recognized that after all the question is primarily one of economic relations. I am not disposed to argue that every employer, or in fact that any employer should be a philanthropist, or to urge that the employer should give anything to employees, as a whole, without receiving some equivalent in return. Among the responsibilities and obligations of an employer I would mention the following:

1. To observe such laws as society has enacted and such standards of employment as society has set up.

To give every employe a square

3. To determine those which are economically advantageous, such: rates of pay, amount of to be turned out, working conditions.

4. To make it possible for all employes to retain their job pride and to render honest service.

The employer, as such, cannot be required to be a philanthropist. Providing good working conditions, keeping working rooms and shops as clean as possible, providing clean and sanitary lavatories and locker rooms, providing guards for danger ous machinery, providing a hospital for sick or injured employes, and all similar activities which characterize a well managed industrial organization are not properly classified as philanthropic activities, but should be recognized as things which are economically advantageous. Seeing that employes are not overworked providing first aid and all similar activities that are found in a well organized industry are merely evidence of good management and are just as strictly business propositions as the turning out of the product.

Analyzing these activities a little thus far been found. There are were generally unable to provide further, it is a question whether the those who believe that we now have for their employees. We have no general manager of a corporation general manager of a corporation has any right to use the corporation's money for philanthropic pur-In most cases he does not own the business himself but acts as a sort of trustee for a large body of stockholders. Everything that he does in the way of providing good working conditions and other things which are usually classified as welfare work must be justified on the ground that it is good business to provide for these things. In this connection it is interesting to note that most employees prefer to participate in so called welfare activities when it it is frankly admitted federal government and each of the that such activities are promoted for iness rather than as a matter of

Another obligation which might



WEALTH

An Advertisement by Chas. E. Carpenter

T IS only a snob who would boast of his wealth. When an individual or corporation has nothing more than its wealth to recommend it, it is sadly deficient. We have no desire to boast of our wealth, for as the large corporations of today go, we are not wealthy and are not

ashamed of it. On the other hand, poverty is not much about which to boast.

It is not so much a case of morality as a case of necessity, when you have not the means with which to do as you would prefer.

When you have not sufficient wealth to do things as you would like you must do them as your poverty permits.

As an illustration a concern with the means and one without the means may be equally desirous to solve a certain problem as to the requirements of the textile trade, but the concern with the means is in a position to go ahead and engage the best possible talent to bring about the solution, while the concern without the means is not.

Wealth, meaning not only actual possession of wealth but credit as well, is the tally sheet or marker by which the success of every business organization is identified.

It is an error too commonly made, that we consult closely the credit and business responsibiliy of those to whom we sell in order to satisfy ourselves of their ability to carry out their contracts; but we seldom think of making even a superficial investigation as to the responsibility of the seller from whom we buy. We seem to satisfy ourselves with the thought that as we need not pay for the goods purchased until we have satisfied ourselves of their quality no such inquiry is necessary. In reality it is those from whom we buy rather than those to whom we sell who are in a position to impose upon us and an investigation of the

credit and standing of the seller is becoming more and more recognized.

Wealth is merely power to do. In our business it means power to do that which is necessary to learn what products are the best to produce and then obtain the plant and organization necessary for their production. means doing these things right and not skimping them for the want of the necessary funds to do them right.

Some five years back there was some talk of a consolidation of the interests of E. F. Houghton & Co., with those of other manufacturers of somewhat similar lines. experts, those fellows who knowing nothing whatsoever about our business, were called upon to examine and express opinion as to the economies which may be effected by such a consolidation, reported:

"A substantial economy may be effected by a modification of the present extravagant if not lavish expenditures in research work.

I was honored by being offered the position of President and General Manager of the proposed consolidation and in my letter commenting on the expert's report, I said:

'If I am to direct the affairs of the consolidation I am going to do so in accordance mv beliefs and training. I believe that liberal expenditures in research are not only an essential to the success of the business but a duty. That business will succeed the best which performs the best service and this is impossible without research.'

No consolidation took place. We were just as well satisfied.

When research ceases with E. F. Houghton & Co., it will be only during such temporary periods which may occur in which the wealth with which to carry on the research is not available. So long as we have the price, we shall continue to follow the policy which we have successfully followed for over a half-century.

E. F. HOUGHTON & COMPANY

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No., Pa., Baltimore, Md., Boston, Mass., Buffalo, N. Y. Cincinnati, O., Cleveland, O., Davenport, Ia., Denver, Mich., Harrisburg, Pa., Hartford, Conn., Indianapolis, Ind., Kalamazoo, Mich., Los Angeles, Cal., Milwaukee, Wis., J., Pittsburgh, Pa., Portland, Me., Portland, Ore., San Francisco, Cal., Seattle, Wash., Syracuse, N. Y., England otland, France, New Zealand, Australia, Norway, Spain, Belgium, Japan.

on an analysis of the contract Oils and Leathers for the Textile Industry



TO express strength, courage, physical perfection, efficiency. endurance, tenacity and faithfulness all in a single word, common practice has got us in the habit of using the word SPARTAN. And it is all because of an organization of thoroughbreds who adhered to certain fixed principles some 3000 years ago. This is the reason why Graton & Knight Manufacturing Company named a most extraordinary belt SPARTAN.

Spartan Leather Belt

clings to the job day and night under the most trying conditions because it is built for its work all the way from tannage. It has the quality to hold the most vital point in the power line. Its manufacture is governed by well defined laws. On drives that require Spartan courage in belting, G & K Spartan will prove its worth as did the Spartans of old.

> Write for our booklet "The Spartans"



The Graton & Knight Mfg. Co.

OAK LEATHER TANNERS, MAKERS OF LEATHER BELTING AND OTHER LEATHER SPECIALTIES

Worcester, Mass, U. S. A.

Meeting of Weavers' Division. (Continued from page 3)

rule that slashers had to be heated reedy cloth and he asked for the 15 minutes in the morning before the running of warps was begun.

W. C. Rowland approved of regulators and said they improved the quality of the work.

nection with the circulating sys-

C. R. Riddle liked the controls in had much to do with reedy cloth. size vats. His maximum temperature had been 210 degrees.

er tender depended upon them toe much.

J. V. McCombs said his vat temperatures did not ge below 208 or above 210 and that he had not cut off a soft warp in two years.

Clyde R. Riddle had a 640 foot steam pipe to slasher and had out on a steam trap with good results.

L. L. Brown had at one mill a steam pipe line that came over to the slasher and then down and ne found that it caused excessive condensation.

A. Frank asked for the best ferent colors on slasher and preventing them from overlapping when charging colors.

Jenkins had obtained good results by creeling rows at the back of warpers and then moving the knots forward before creeling other rows.

J. A. Chapman, Jr., wanted to know if anybody had tried the use of distilled water in making the size.

J. V. McCombs had used treated water when the local water hard.

Circulating systems were next discussed.

C. L. Chandler approved them. He had two storage kettles and two make up kettles.

Spread of yarn on slashers was discussed. Thackston said the faster the speed the better the warp provided there was sufficient drying.

L. L. Brown said slow speed was not as good as medium or fast speed.

E. A. Frank said speed depended upon size of varn and number of ends and admitted that if he could get his steam low enough, slow speed might be good.

C. R. Riddle said that heavy yarns could not be run as fast as finer varns.

yarn was allowed to stay longer in der the drop wire stands. size vat, would there be better penetration

W. H. Gibson, Jr., raised the question of normal speed of slashers.

Meeting adjourned at 12:15 p. m.

to meet again at 2 p. m.

The members did not take lunch together, but a large number dined at the Cleveland Springs Hotel.

Chairman Gibson called the meet and day and liked them. ing to order at 2 o'clock and the room was soon filled.

bringing your troubles to a meeting yarn when running night and day. of this kind and expressed his will-

ingness to aid anyone who brought a question that he could answer.

He said that his problem was best method of eliminating same. He asked that those who answered leave out the question of raising the whip roll or breast beam, as he said he had tried both and besides J. A. Chapman, Jr., had controls in that he wanted his cloth to have his size vats and liked them in con- the same cover on both sides. the same cover on both sides.

W. H. Gibson said the kind of loom and the kind of stop motion

J. Moss had single hank stop motions and had had no complaint E. A. Frank had controls on vats on reedy cloth. He also said that but took them off because the slash- looms with high sand roll made less reedy cloth.

Riddle said his stop motions had two threads per eye and that the cloth went direct to sand roll.
H. H. Boyd said high whip rolls

would, under certain conditions, eliminate reed marks.

E. A. Franks said there were different ways of adjusting harness to prevent reedy work. He said that putting on board over which cloth passed before going to high sand roll help and that reeding in single dent would improve quality.

Riddle again, said that they should method of running four or five dif- not consider face of cloth as his goods had to be the same on both

J. H. Bagwell said he had never been able to overcome reedy cloth except by adjusting sand roll or whip roll but said that tight harness might cause reedy effects and advised setting harness loose

W. F. Davis said his method of getting rid of reedy cloth was to adjust sand roll and whip roll.

C. R. Riddle wanted to know if it made any difference whether the loom picked from head end or off

J. H. Bagwell said than in herringbone weaves one of the twills would be reedy while the other was al-

Jenkins said that twist in yarn had a considerable effect upon reedy cloth:

Simpson said Riddle should try raising the drop wire stands even to the point of putting wooden block under them.

W. F. Davis said that he had put wooden blocks under the drop wire stands and eliminated reedy work.

T. F. Hoy said that while a cloth inspector in government service, he found the best goods were made by L. L. Brown wanted to know if mills that had wooden blocks un-

J. V. McCombs contended that the only way to entirely eliminate reedy marks was to use single dent.

W. C. Rowland described how he drew a line from whip roll to sand roll and set his harness from same and thereby got rid of reedy cloth.

The next subject was pick counters on loms

E. M. Walter had on 150 pick counters with looms running night

J. A. Chapman, Jr., had tried a small number for a few weeks and The first subject was cover on saw enough improvement in pro-cloth.

C. R. Riddle made a very inter-larger order. He had not found that esting talk on the advantages of it paid very well to pay by the

(Continued on Page 10)



The Fafnir Bearing Company New Britain, Conn.

BOSTON, MASS. Lewis E. Tracy Co.

CHARLOTTE, N. C. Charlotte Supply Co.

FALL RIVER MASS. Wm. F. Harticon

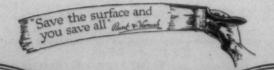
HOLYOKE, MASS. J. Russell & Co.

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SYRACUSE, N. Y. Alexander Grant's Sons & Co.

UTICA, N. Y. American Hard Wall Plaster Co.

WOONSOCKET, R. I. Pinault & Choquette



The Choice of Fafnir

T HAT a concern whose products are designed to save power, oil and labor should practice the same kind of efficiency within its own plant was to be expected.

It is for this reason that the Fafnir Bearing Company, nationally-known makers of ball bearings, specified OJACO Mill White for the walls and ceilings of its great plant.

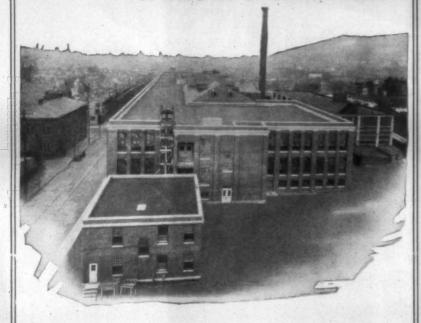
A speeding-up of production, lower lighting bills and the greatest possible degree of light reflection—these are some of the advantages gained as a direct result.

Upon request, the nearest distributor listed opnosite will gladly explain why OJACO Mill White is an important factor in lighting effectiveness and economy.

Oliver Johnson & Co., Inc.

Paint Makers since 1833
PROVIDENCE

SOLVED/ -the old plant re-made' without a shut-down



Here was a mill that had completely outgrown itself. With the demand steadily growing, more production capacity was essential. Yet the company, if it was to continue giving service to its customers, could not afford to close down a single

Lockwood, Greene & Co. met the problem by entirely rehabilitating and modernizing the mill, installing a new power plant, new machinery and improving the old. The equipment in the picker room was increased and new pickers were equipped with individual motors. The spinning mill was enlarged with additional frames run by individual chain-driven motors. In the weaving mill, 160 Draper looms were added. These improvements were all made without any interruption of production.

In solving such problems, Lockwood, Greene & Co. have the great advantage of long experience as leaders in textile mill engineering. Hardly a situation arises that does not have its precedent in Lockwood, Greene experience.



Lockwood Greene service includes every phase of engineering and management from the planning of new mills to the operation of existing Write for "Building with Foresight," which describes what Lockwood-Greene service has accomplished for others. Or better still, let us discuss with you your particular problems.

LOCKWOOD, GREENE & CO. ENGINEERS

EXECUTIVE OFFICES, 24 Federal Street, BOSTON

ATLANTA CHICAGO NEW YORK BOSTON DETROIT CLEVELAND CHARLOTTE

> Lockwood, Greene & Co. of Canada, Limited, Montreal Compagnie Lockwood Greene, Paris, France

Responsibilities of Employers and Employees.

(Continued from Page 4) pusiness can be permanently successful except as it effectively serves the public by proudcing needed articles of real value. In proportion as these goods are not only what they seem to be, but in proportion they are produced by the labor of fairly paid and justly treated employees is the industry which produces them a social asset rather than a liability.

In connection withe the preceding statement it is well to bear in mind the fact that every employer is himself a consumer of the products of other industries. In other words, the product of one industrial enterprise may be used as the raw material for another manufacturing industry. In proportion as, the first industry produces honest goods under suitable working conditions at a fair price is it possible for the second industry using this product to render adequate service to society. Society, including employer and emalike, has to pay the bill for inefficient work, honest methods and fake or substitute imitation or real material incorporated into artificial products in order to make them look like something which they are not and intended to deceive the public. Obligation to Treat Employe With Absolute Justice.

Even more important in the field of employment relations is the obligation of every employer to treat his employes with absolute justice. most valuable and active interest factor that can be utilized by any employer for the purpose of securing from his employes a desirable attitude toward flicir jobs. This term includes a very great deal of essence of good management so far as the human element in industry is concerned. Any employer who adheres to a policy of absolute justice in dealing with his employes or any employer who consistently applies the principle of a square deal for all parties concerned in any situation has no need to worry about the loyalty of his employes.

The type of loyalty which an employe will grant to an employer who treats him unfairly or unjustly or who consistently practices deception in his dealings with his men, is not worth very much. The best type of employe will continue to do his work up to a standard which he himself can approve, even tho he is being dealt with an unjust manner by his employer. But certainly we ought not to impose upon the worker an obligation to do honest work for a dishonest employer. It is false to assume that under such conditions the man continues to do good work in a thorough way because of loyalty to his employer. He probably does it be to secure another job, he takes enough pride in the particular line of work in which he may be skilled of workers. to continue to de first class work The fact that the worker should be wherever he may be. If loyalty en-efficient on his job has already ters into such a situation it is prob-been mentioned; also the fact that ably loyalty to his ideals and to society has recognized that it has

certain ideas rather than loyalty to his employer. We respect and honor such a worker, but we cannot justify the personal sacrifice which such conditions require of him.

To sum up the responsibilities and obligations of an employer, it may be stated that the two greatest obligations of any employer of labor are: First, to deal with employes so far as is humanly possible in an absolutely just and fair manner, and second, to maintain such conditions relationships as will permit workers to maintain their self respect and pride in their jobs. So far as human relations are concerned all other responsibilities and obligations of the employer are of secondary importance

Thus far, we have discussed the obligations and responsibilities of society and of the employer of la-It remains to discuss the responsibility and obligations of employes. First of all, an employe has one major responsibility to which all others are subsidiary. This obligation is to render service. This obliligation to render service is created by the service which society and the employer render to the worker. Society has rendered him a service by regulating the lazy and through public opinion not yet crystallized into law, such things as hours of labor, wages, continuous employment, vocational education, and working conditions. The employer has rendered him a service by providing him a suitable place in which to live tools and equipment, material, wages for labor performed in advance of the sale of the article produced, and all other things that constitute good management on the part of the em-

The worker is under obligation to be efficient on his job and to give full measure service in return for the wages or salary received. connection with efficiency on the job, the worker has an immediate interest. If it could be shown that labor can be efficient without being obliged to pay the bill, it might be possible to prove that the efficiency of labor was not a matter of interest to the worker. For example, if in-efficiency were to be the rule in all the building trades it would naturally cost more to built houses and other buildings. Every worker in the community would have to live in some sort of a house or building. cost more to build all houses or buildings (rents would be higher, not only for dwelling houses but for stores and shops. If storekeep-ers have to pay higher rents they charge higher prices for their goods. Every person who lives in such a community has to pay his share of the cost for inefficiency of labor in building houses in that community. The same illustration could be used in any line of business. Inefficiency more because of his job pride and on the job will inevitably increase self respect. Regardless of how he costs. These increased costs will remay feel toward his employer and sult in higher prices. These higher regardless of how anxious he may prices have to be paid by every one who purchases-and the largest class of purchasers is that composed

The fact that the worker should be

cy through making provision for vo- tunity, regardless of age. cational education at public expense.

In regard to educational opportuneducation have been to some extent discarded. One of these theories which is now in process of being gets less. The tangible worth crediscarded is the Camel theory. According to the "Camel" theory a person is supposed to stay in the regular school system long enough to store knowledge and skill to last him during his journey across the desert of life. This "Camel" thory assumes worth having can be secured prior to entrance upon employment. Camel theory is being displaced by the aprenticeship theory. Under the apprenticeship theory. Under sumed that no person's education is earnings. completed in school. Everybody It is probably true that a large continues or should continue to portion of the troubles and misun-learn and add to his store of knowl-derstandings in industry over rates age of Skilled Workers. dustrial and economic conditions are to do at an earlier period. Vocational education is being promoted in accordance with the aprentice-

The matter of wages is one that The worker is under obligation to vitally concerns the employee. Every take advantage of the opportunities worker has a general responsibility provided and to prepare himself to for rendering effective service on his render to society the greatest ser- job. In proportion as he does this vice of which he is capable. This he is entitled to a fair wage. What holds true not only in a general but constitutes a fair wage for any one in an economic sense. given line of work is a question not It is, however, easily answered. ities, some of the older theories of generally true that if one man gets more than he is entitled to as his share, some one else necessarily ated as a result of labor remains the same, regardless of how the economic output of society is shared.

Some organizations which have up in his intelluctual hump enough taken an advanced position in regard to the adjustment of wages and the sharing of profits, have found it to be sufficient to give the employes that all of the education which is full information as to the amount of profits being earned by the company. Such information satisfies the men and convinces them that they are getting all that they are entitled Under to as their share of the company's

derstandings in industry over rates edge and skill during his lifetime. of pay are due to a feeling on the It is an endless process. Social, in- part of employes that too large a share of the profits of the business from those which they have learned the case and arrive at a fair adjustment on the basis of these facts.

dustry is on the square, labor troubles are at a minimum. On the other hand, where the management of methods and resorts to deception and misrepresentation in dealing with employes, labor troubles flourish. The best method thus far discovered for handling labor problems is not new. It is the old idea of the square deal, which is merely another name for the Golden Rule. Industrial management is successful today in proportion as it puts these simple principles into practice and creates such a situation that all parties involved feel that the controlling purpose back of the company is to give everybody a square deal and to "keep all cards on the table face of business all bluffs whether of the employer or of the employes, are bound to be called and the persist-ent bluffer is bound to be sooner or later eliminated from the game al-

age of Skilled Workers.

Before the war the annual con- raw stock, yarns, pieces, etc., not sumption of raw flax in France av- only as a self shade but also for fan-eraged from 75,000 to 85,000 tons an- cy shades, where a low priced yellow rapidly changing. People need to re- is being claimed in the name of in- eraged from 75,000 to 85,000 tons an- cy shades, where a low priced yellow adjust themselves. Many persons vested capital. One way to avoid nually, 80 per cent of which was im- component is desired. In combinahave to learn to do jobs different trouble is to disclose the facts in ported from Russia. This source of tion with a Sulfogene Cutch and have to learn to do jobs different trouble is to disclose the facts in ported from Russia. This source of tion with a Sulfogene Cutch and ment on the basis of these facts. off from 1919 to 1921, causing en-khaki or olive drab may be obtained. It is probably true that employes forced idleness in the linen mills This color may be applied to aras a class respond just as normally which prevented the recruitment of tificial or pure silk.

an interest in securing job efficien- ship theory, and stands for oppor- to certain stimuli as any other class skilled workers. As the training of of people, including employers, aprentices is slow and tedious and Where the management of an in- must commence at an early age, the industry today faces a serious shortage of skilled labor as a result, says Vice Consul J. S. Finley, Lille, in a an organization uses underhanded report to the department of commerce. This, coupled with the excessive cost of raw material, has prevented French flax spinners from placing their mills on the basis of their prewar capacity. There are at present 425,000 spindles working or ready to commence operations, compared with 641,380 in 1914.

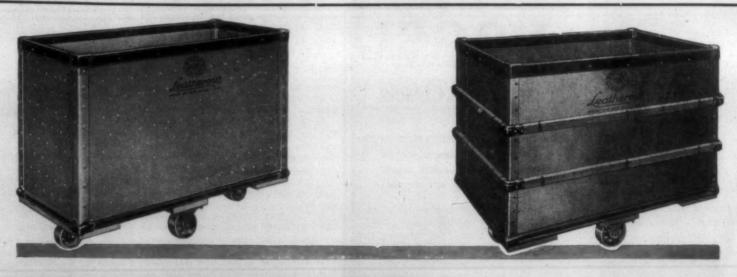
New du Pont Color.

The Dyestuffs Department of the du Pont Company announces the development of a color known as Sulfogene Yellow GA. It is described as a bright, full toned sulfur yellow In the long run, in the game of high concentration and excellent covering power, which is especially suitable for after treatment with metallic salts.

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Wilmington, Del.

Meeting of Weavers' Division.

(Continued from page 6)

R. T. LeGrande wanted to know the best system of marking cloth depended upon the kind of wood. when running night and day.

H. E. Runge said a satisfactory mark could be made from a pad on which there was slasher ink.

A. Franks said he had used small pieces of slasher tape on goods that could not be marked with ink.

H. E. Runge said he had had complaints from the glue from the pieces of slasher tape.

V. McCombs advocated pick counters and said his time men could read 200 pick counters in eight minutes.

Chairman Gibson asked if any were using heavy yarn as selvage.
Some reported they were using double and twisted selvage.

Chapman reported trouble with filling racks becoming dirty, especially in the alley under the humid-

J. H. Bagwell said a mill at Hick ory had a small revolving brush that cleaned the filling fork racks.

Riddle had had no trouble with filling racks which he explained as due to the carrier air cleaning sys-

the racks to become dirty. W. F. Davis asked about the av-

erage life of shuttles.

Draper looms showing an average shuttle life of 11 2-3 months.

Another mill reported 1.2 shuttles per loom per year.

C. R. Riddle had records from 19 Brown, J. W., Gaffney, S. C. life of shuttles last year was 12 months and 4 days

J. V. McCombs asked about shutfle life on 90 inch looms.

The life of check straps was the next subject.

One mill reported 1.23 straps per

E., M. Walter reported 1.08 straps per loom per year.

per loom per year.

There was considerable discus- man, S. C.

sion upon oak tanned lug straps as Chandler, C. L., superintender, S. C.

Gaffney Mfg. Co., Gaffney, S. C.

Tan A. Ir, superintender. the opinion seemed to be that oak tanned did not have the lasting qualities.

L. L. Brown has used 900 oak tan-ned on 2,000 looms and when he changed found that only 300 were

. A. Chapman, Jr., had put on 50 Crain, W. E., Simpsonville, S. C. straps four years ago and re- Davis, W. F., overseer of weaving. test straps four years ago and re-ported 46 of them as still in working condition.

T. F. Hay had put on two dozen straps to test two years ago and Dunn, D. C., Stafford Co., Charlotte, only two were off.

the chrome tan.

One mill reported 2.99 per loom

per year. E. M. Walter reported 2.20 per loom

Walter also reported .9 picker

sticks per loom per year.

saved at expense of shuttles and mont Co., Fairmont, S. C. shuttles at expense of pickers, etc. Gibson, Jr., W. H., superintendent and that loom supply expense could Union-Buffalo Mills, Union, S. C. and that loom supply expense could be considered as a whole.

R. T. LeGrande wanted the loom supply cost per loom, but no one had the figures.

Rowland said life of picker stick

The question of what constituted a normal stand of looms was discussed and also the per cent of production.

Chairman Gibson said production figures should be based upon per cent of efficiency, that is, taking into account every minute the looms ran.

He condemned figuring production based upon 55 hours when looms run during dinner hour.

The question of per cent of sec-

onds and what constituted seconds was discussed at length.

Meeting adjourned at 4 o'clock with a resolution of thanks to W. H. Gibson Jr. for the work he had performed in arranging the pro-

Among Those Present at Weavers' Meeting.

Among those who attended the Weavers' Meeting at Cleveland Springs last week, were:

Arleigh, Stephen, Arabol Mfg. Co.,

Charlote, N. C. Armitage, H., Universal Winding Co.,

charlotte, N. C. C. J. Moos said humidifiers cause Bagwell, J. H., Superintendent, Art Cloth Mills, Gastonia, N. C.

Bagwell, R. F., Glendale, S. C. Superintendent,

Chapman had records from 160 Batson, Louis P., Shambow Shuttle Co., Greenville, S. C.

Boyd, H. H., general superintendent, Chadwick-Hoskins Co., Charlotte, N. C.

year old looms showing the average Brown, L. L., superintendent, Clifton, S C.

Calvert, L. G., overseer of weaving, Clifton, S. C. Cantrell, F. Y., weaver, Haynes Mills, Avondale, N. C.

Carlan, D. W., overseer, Broad River Mill, Blacksburg, S. C.

Carter, A B., Mill supplies, Gastonia, N. C.

Casey, O. R., overseer weaving, In-

superintendent, Chapman, Jas. A. Jr., superintendent,

Inman, S. C. Clark, David, Southern Textile Bulletin, Charlotte, N. C.

Corn, R. R., Gastonia, N. C. Craig, J. A., night superintendent, Icemorlee Mill No. 1, Monroe, N. C.

Shelby Cotton Mill, Shelby, N C. Dilling, Marshall. A. M. Smyre Mfg. Co., Gastonia, N. C.

L. L. Brown said he preferred Edwards, J. O., superintendent Ice-ne chrome tan. morlee Mills, Monroe, N. C. Life of pickers was the next sub- Escott, G. S., American Wool & Cot-

ton Reporter, Columbia, S. C. Evans, C. R., Gaffney, S. C. Fairbanks, E A., Drake Corporation,

Atlanta, Ga.

Frank, E. A., Superintendent, Drayton, S. C.

Frye, G. V., Forest City, N. C. H. H. Boyd said pickers could be Gibson, L. B., superintendent Fair-

Continued on Page 27)

The Business Cycle and the Individual Business

Paper read at the meeting of the Taylor Society at Syracuse, June 7, 1923, by N. I. Stone, General Manager, Hickey-Freeman Company, Rochester, N. Y.

inaugurated a discussion of the ing is capable, there would still be Business Cycle of theshrdlucmfw industrial depressions succeeded by Business Cycle in its relation to individual plant management by publishing an article entitled "Can We Smooth Out the Business Curve?" Unlike our speaked of today (W. I. view point of an economist, the aucharge of an individual business. While he analyzed the phenomena of the business cycle with its spurts of feverish activity succeeded by periods of paralyzing stagnation King had read that article he would not feel it necessary to apologize as theoretical economist in discussing ture demand; under the pre-capital-this subject before a body of prac- istic industrial systems, the productical engineers.

The conclusions of the practical engineer who wrote the article I am referring to are well epitomized in the following two sentences which I quote verbatim:

chological or any other phenomena, management in the individual bus-If enough businesses were never have a depression."

Economic Conditions Basic. Having been asked by the editor producing craftsman to build up a of Factory along with a number of larger and larger business. The adothers to discuss the article in question, I took issue with that conclu- chanically propelled machinery prosion. I felt then, as I do now, that duced a revolution in the industrial the phenomena of the business cycle have their roots in the deeper dustrial unit. It foundations underlying the econom- standardization of products, which ic structure of our present order of in turn made possible working ahead society and are practically beyond of the demand. This brought two the reach of the engineer, dealing with the technical problems of the the element of speculation in busiindividual plant. Not that I fail to ness and the necessity of doing busappreciate the need and the advan- iness on credit. tage which comes from efficient Freed with the aid of credit from management. There is no question the shackles imposed by the limitaany question as to which of the in- production is carried on an increaschance of surviving an industrial forth in a minner that was ly or those poorly managed. But forces had come into play. It was while giving the engineer full cred- inevitable that under these circumthe same field, I maintain contrary dustry after industry as plants were run with the highest no escape from the aperation of ec-

In July, 1921, the magazine factory efficiency of which skilled engineerbooms so long as the general economic conditions which cause these distinctly modern phenomena continue to prevail.

What are these economic forces King, of the Bureau of Economic which distinguish our present in-Research), who speaks from the dustrial order from those of other historical epochs? thor of that article, a practical plant have not the time to go into this manager, looked at the problem en- fully. Dr. King has already touchtirely from the angle of the man in ed upon the subject. Perhhaps I can supplement what he said by calling attention to one outstanding feature which distinguishes the present industrial order from all its predecessors and which is perwith admirable clearness, his con- haps more responsible for the mod-clusions bore the marks of obvious ern phenomena of recurring busihaps more responsible for the modlimitations which come from too ness cycles than any other single narrow an outlook. Perhaps, if Dr. economic factor. It is this:

Modern industry is built on credit and is constantly at work creathe did today for the temerity of a ing a supply in anticipation of a fuer always worked for the customer whom he knew personally; supply followed demand and transactions were based on cash payment or on exchange of goods, but not on cred-The craftsman of old was satis-"Good times and bad times are fied with the trade fhich came to not wholly due to financial or psy- him from his customers with whom he was in personal contact; when his but the aggregate of good or bad apprentices grew to be journeymen mechanics they left him one by one to set up in business for themwell managed all the time, we would selves; in other words, production continued on a small scale and there was no impelling force to drive the vent of the steam engine and meorder. It made for growth of the inbrought about forces in its train unknown before.

Freed with the aid of credit from no manufacturing enterprise can be tions of its own capital resources; too efficient. We need all the effi- forced by competition to seek conciency and all the aid which the stantly for new and expanding fields technical engineer can bring to the and lured by the law of increasing individual plant. Nor can there be returns and diminishing costs as dustrial enterprises have the better ing scale, modern industry leaped depression; those managed efficient- dreamed of before these modern it for all he can do for an industrial stances productive capacity should enterprise in strengthening its po- soon outstrip the demand and that sition as against its competitors in we should get periodic gluts in into the assertion of the author of the panded in obedience to the newly Factory article that if all industrial released economic forces. There is

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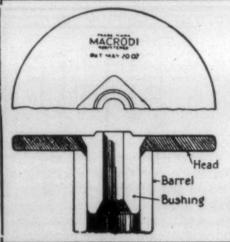
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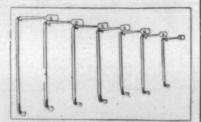
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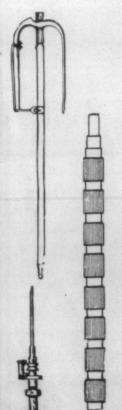
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onomic law for any concern that each plant ,and it therefore takes wants to play the modern industritime to tune up a plant to a per-al game. Engineering efficiency will formance somewhere near 100 per sharpen the weapon of the indi- cent of its capacity. vidual concern for the competitive struggle, and will enable it to survive at the expense of its less effi- caused by general economic causes cient rivals when the next industrial it follows that they can be dealt with cyclone with its inevitable depression of prices wipes out those whose costs of production make it imposif every manufacturing concern credit, it is obvious that control of were on an equal plane of industri- credit with the business cycle in al efficiency, it would not prevent mind is pregnant with great possi-the recurrence of the business cy-bilities. As long as credit was discle; so long as there is no central authority to gauge demand and to keep the production of an entire industry down to that demand; so free to enlarge its output without bility on the other, the credit insand is under constant pressure to do force in the operation of the busicreasing returns, in fact, if all were equally efficient it would only serve ing of all the cash and credits reto hasten the rate at which production (supply) outstrips consumption (demand) under the capitalist order. In the hypothetical case of equally efficient industrial units,

Two Questions.

and economical technical management in our plants if cylcic fluctua-

Are there probable ways which the managements of enterprises acting either individually or collectively can reduce cyclic fluctuations?'

Answering the first question. The of the worst, if not the worst, disindustrial plants. Efficient plant opdo with internal plant management lead to artificial price inflation will and over which the ylant engineer the inevitable collapse at the end. has no control. Plant organizations in the special processes developed in the particular plant, plant morale, all are swept away almost over night through the necessity of shutting the subsequent fall. down the plant dictated by the sud-through its knowledge den cessation of orders and the drying up of bank credit.

Unified Credit Control.

Granted that business cycles are effectively only through counteracting forces of a similar nature. If the big force in modern business i credit with the business cycle in pensed by individual banks to individual customers solely from the point of view of day to day requireindustry down to that demand; so ments of those customers in the long as each individual concern is one hand and their financial reliaregard to the output of its rivals strumentality was as much a blind so under the workings of competi- ness cycle as the manufacturing unit tion and of the economic law of in- itself. But with the creation of the Federal Reserve Board and the poolsources into one national pool, the possibilities of a unified control of credit on a notional scale from the broad viewpoint of the best national victory would be with thoseshrdlu interests and from the long range view of the business cycle, rather victory would be with those best than the short range view of imme-equipped financially to weather the diate prospects and orders on hand, are well nigh limitless

Those who were privileged to With these facts as a backfround, hear Prof. Friday's address at the I shall try to answer the two yues- New York meeting of this society tions assigned to me for discussion: some two or three years ago may 1. Would it promote more precise recall his brilliant scheme for insuring continuity of production thru the instrumentality of some such tions could be materially reduced? rational agency as the Federal Re-2. Are there probable ways in serve Board. Without entering into consideration of his ambitious and far reaching scheme, it is obvious that this is the one agency in the country which today is in the possession of more complete informarecurrenc eof business cycles is one tion as to the business activities than any other institution. With turbers of managerial plans for the that informaion a hand, it is in a poorderly and economic operation of sition to tell when the industrial activities of the country have reacheration above all requires regulari- ed a point of saturation beyond ty in the repitive processes of in- which further expansion means ondustry. This regularity is widely ly competition for existing supplies upset by the intrusion of outside of material and labor which can only lead to artificial price inflation with-

A word of warning from the Fedincluding specialists of high degree eral Reserve Board at this point, skilled mechanics trained and disci- coupled with the refusal to discount plined through years of hard work commercial paper given for financing additional business, can put more powerful brakes upon the built up through the laborious ef- overspeeding engine of industry fort of the employment manager, than any other single force. By doan esprit de corps developed among ing so, the board would arrest the the sta ffof executives and foremen, upward flight of the cyclical curve and thereby reduce the extent of the subsequent fall. Conversely, through its knowledge of the extent to which the depletion of stocks on hand has gone on and from its com-When plant operations are resum- manding postion of control of the ed after the storm is over, most of national cash and credit resources, thhe work of the plant managers the Federal Reserve Board would be must be done over, must be done in a position of encouraging the over with a newly rebuilt organiza- resumption of industrial activities tion. Even the work of unskilled at a much earlier stage than has labor suffers under the circum- been possible for individual banks stances, for theer is hardly any la- and individual business enterprises hor no matter how low the degree in the past with the limitations up-of skill, that does not gain in effi- on their knowledge of national con-ceincy through acquaintance with ditions and upon their individual reand adaptation to the conditions of sources. In other words, the cycle

national, state, county and munici-pal governments. Much of this building has to be done from year to year to satisfy current needs, but instead of trimming his sails, he put a large part of it could be deferred new products on the market when from time to time. If Congress, the state legislatures, county boards and municipal councils could be induced to adopt a decennial or at least a quintennial budget for public works quintennial budget for public works versed the process and thereby flat-instead of the annual appropriations tened the curve of his own business now in vogue, and if the executive authorities were entrusted with the believable. power to expend these appropriations over the five or ten year pebooming and there is a scarcity of the accumulated reserves in years of depression when private business is at a standstill and there are ample supplies of labor and materials at reasonable prices, apart from the enormous savings this would result in for the people at large, such a practice would furnish another important factor in still further flattening the curve of the business cy-

swer the second question as to ways in which management of enterprises can reduce cyclist fluctuations. It can do so by seconding the efforts its equipment not at the crest of of the government authorities by the business curve at highest costs, doing certain work in slack times rather than in busy times, as has ing slack times at minimum costs been practiced until now. To do so requires almost a complete reversal of policy on the part of the higher business executives. What from a short range point of view seemed the acme of conservatism and sound. business policy, becomes short sighted and suicidal from the long range view of the business cycle.

When business falls off or only tends to fall off, the usual advice of the banker or the policy of out the business curve. How mark-the conservative chairman of the ed the effect of such individual board of directors is to reduce the action would be in the aggregate, I overhead. Executives of long experience, even though of minor standing, are unceremoniously dismissed. the selling force is greatly curtailed, "When it is remembered that out the advertising appropriation is cut of a-total of 290,105 concerns engagdown and everything in the nature of an overhead expense is cut to the This is pointed to "with pride" in the report to the stock-holders as evidence of sound man-

iness men by telling them of the paratively small number of consuccess attained by his company by cerns could exert in modifying the ness was booming in 1919 and in ers, their immense purchasing pow-the early part of 1920, the Dennison er as users of the products of other Manufacturing Co., allowed its sell- industries, coupled with the purthe coming emergency not by cut-selves to the business cycle. ting down the force still further, cumulative power of private ini-

ed out.

Order to be in a position to make factor in seconding governmental thy with the movement, even the Next to the control of credit are the increased selling effort which efforts to control the business cycle. the anti-Japanese sentiment that the public works operations of the bad times require. Instead of curtailing his advertising appropriation he spent more money than ever bewhen the depression new products on the market when old ones did not sell as much as before. Instead of being liberal with credit in boom times and curtailing it to limit in hard times, he reto an extent that seems almost un-

Not every business can work to stock, but where the product lends riods, reducing building operations itself to such purpose and the finan-to a minimum when business is gial and credit resources of the cial and credit resources of the company permit of such practice, labor and materials and spending it is the height of wisdom to make up stock in times of depression when costs of production are at a minimum and have goods ready for immediate delivery, when orders begin to come in. The effect of this is, of course, to flatten the curve of the cycle.

The same is true of the building program of a business. pany which has been in business We are now in a position to an- own growth against a curve of general business conditions and guide its own building extension program so as to build additions and add to as is usually done, but rather durin preparation for the next upward swing of business

This adaptation of the individual business to the swings of the cycle will have a two fold effect; first, to reduce to a minimum the losses i sulting from failure to foresee the course of general business and steering one's own business accord-An ilustration will make this ingly; second, the aggregate effect of several concerns doing the same thing would be to tend to flatten can indicate best if you will permit me to quote from a recent article of mine:

ed in manufacturing and mining, 1,-019 concerns, or 0.4 per cent, employing 1,000 or more workers each, give employment to more than 26 per cent of all the wage earners employed in these industries and 2 Not so long ago, Henry S. Den- per cent of the plants employ more son, president of the Dennison than 53 per cent of all the workers than 53 per cent of all the workers Manufacturing Company, surprised in these industries, the tremendous audiences of economists and of bus- aggregate, power which this comfollowing a policy which the old business cycle will become apparfashioned banker and business man ent. Apart from the direct effect would call reckless. When busi- which they would exert as producing force to become greatly depleted chasing power of their employes as by failing to fill vacancies created consumers, would have a great by resignations and discharges steadying influence on the demand When Mr. Dennison saw the signs for the products of industries and of the approaching storm of 1920 concerns which might not be takhe began preparations for meeting ing any initiative to adapt them-

curve would be more or less flatten- but by practically doubling it, in tiative can thus be made a powerful dealers that they are not in sympa-

Japanese Cotton Mills in China Reported Planning to Curtail

American piece goods importers are denouncing with the anti-Japanese boycott, since they recognize that it may one day be turned against them. For this reason, representatives of Lancashire manufacturers and others have declared to the the makers' ideas.

country is a profit just now to them.

It would appear as if the summit Shanghai, China. — British and reached for the auctions. While recent business has been quiet, there has been no reason to complain of lack of inquiry. Dealers in Shanghai have made offers to manufac-turers at Manchester, but only a small proportion have come near

Seaboard Air Line Railway

Announces

REDUCED ROUND TRIP RATES

To

Atlantic City, N. J. and Niagara Falls, N. Y. Good for 18 days including date of sale.

Reduced fares now in effect to Summer Resorts in North Carolina and Virginia.

For detailed information apply to Ticket Agent or address

E. W. Long, Division Passenger Agent, Charlotte, N. C. W. L. McMorris, Gen. Passenger Agent, Norfolk, Va.

Manufacturers Should Look Up the Advantages of

Metallic Drawing Roll

Over the leather system before placing orders for new machinery, or if contemplating an increase in production, have them applied to their old machinery. It is applied successfully to the following carding room machinery:

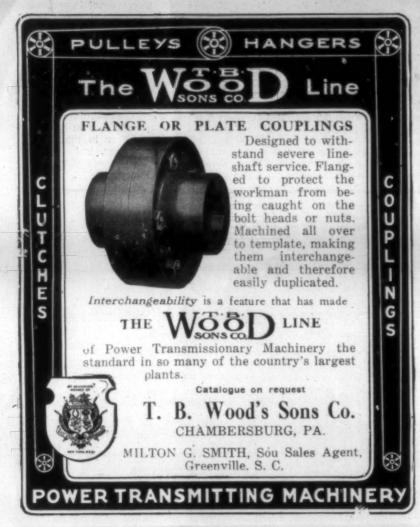
Railways Sliver Lap Machines Ribbon Lap Machines Comber Draw Boxes

Detaching Roll for Combers Drawing Frames Slubbers Intermediate Frames

25 TO 33 PER CENT. MORE PRODUCTION GUARANTEED

For Prices and Circular Write to

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There is Science in Belt Lacing

Alligator teeth pentrate lengthwise of the belt, leaving the long burden-bearing fibers intact. Each tooth clinches down over its group of fibers, compressing them so firmly that there is no internal friction and wear at the belt end.

The sectional steel rocker hinge pin is the only metal pin that

avoids wear to the joint.
Keep these vital features in mind when you buy belt lacing, for the cost of any lacing is nothing as compared to the cost of the belt on which it serves.

Sold at Wholesale and Retail the World Over FLEXIBLE STEEL LACING

COMPANY

4699 Lexington Street, Chicago In England at 135 Finsbury Pavement, London, E. C. 2



Determination of Strength of Dyestuffs

Address delivered at annual meeting of American Association of Chemists and Colorists by Dr. R. E. Rose, director Technical Laboratory Dyestuffs Division, E. I. du Pont de Nemours & Co., Inc.

Let us start by some attempt to you to go further if you wish and define what we expect dye testing discuss the other phases of the subhom dyestuff. made for dyes by the manufactuers research Committee. of all lines using color are directed intelligently only as the outcome of ion and to lead his research to a successful conclusion. This very bald tions measured from graduated vesmost fundamental importance to two

mine the strength and shade of a dyestuff in comparison to that of a standard color. We should remember that actually the methods embrace much more than this mere determination of strength and shade since it includes the investigation of those properties of dyes which influence their use in the dye house or printing room, as well as those which make the dyed goods acceptable to the user of the finished pro-

chief difficulties which poor testing paying too much for his dyestuff; that is, more than the reasonable market price of the color; (2) He may obtain a color which will spoil the shade of his goods; (3) He may hold up his production by trying to use color of poor working qualities; (4) He may select dyestuff which will get him into trouble with the purchaser of his product because of its qualities on the textile.

The manufacturer of dyes may suffer by (1) not getting all that is coming to him from his raw material; that is, his plant yields may be cut down by using too much color in standardizing; selling color which does not help his reputation; method or its results?

(3) Wasting a lot of good money doNow the difficulty in determin-(3) Wasting a lot of good money doing valueless research.

On what does the dye test rest? Are we sure that in the way in which we carry it on we have the best possible means at our command of answering the questions which we must ask? Remember that what we wish to do is to find out just how the dyestuff will behave under conditions to which it is subjected; a simple statement which covers a great deal of ground, since it includes strength, shade, fast-ness, solubility, exhaust, dyeing properties, in which enumeration the term fastness covers a great many subheads. All this the test must enable us to describe accurate-

In order that we may have something to discuss, I will narrow the the dye tester's opinion. field and concentrate only on that In our laboratory we have part of dye testing which has for its purpose the determination of strength and shade. This will leave

to accomplish. In the same case of ject, remembering always that the the textile man, it is his own final Society as a whole has taken up the check on the claims of those selling questions of the testing of fastness The expenditures on the fibre as the major work of its

All Dye Testing in Relative.

The first notion that the analyst good dye testing. The manufactur- from other lines receives when he er of dyes uses the methods of dye comes in contact with the methods testing to control his plant product- of dye testing is that of the crudity of the whole affair. He sees solustatement is enough to show that sels which the physical chemists the art of dye testing is one of the would throw out without a moment's hesitation. He sees skeins being very large groups, the users and turned, and notices that some of the manufacturers of dyes.

Most of us thing of dye testing as the dyestuff is spilled. He is told that the dyestuff is not always entirely that operation by which we detertransferred to the skein, that is, it not exhausted. He sees skeins died in an atmosphere that is not constant in temperature or moisture content. Finally, he sees a man whose eve must vary in delicacy with his physical condition judge a piece of color by looking at it in light which is not really twice alike.

If, instead of going away in disgust, he stays long enough to learn what is really going on, he will find that all this apparent sloppiness is no deterrent to good results. He How much hangs on the dye test will find that the reports made on is best indicated by enumerating the strength and shade check each othdye er quite closely, provided he forgets to insist on that entirely useless requirement which is such a favorite one among those who are not dye testers; namely, the requirement that dyeing be made at different times by different people should show the same absolute results. The reason for ignoring such requirement is that all dye testing is relative, since samples and standards are dyed side by side. That is the cardinal point of the whole system.

I think that we can say that our methods are remarkably accurate. But granted this, we still are justiin asking how accurate it is, and also can we improve either its

ing the absolute accuracy of dye testing is that it is essentially the measuring of one man's conception against that of another. It is true that we can get very interesting results by taking a sample of dye stuff and reducing it with inert material and sending these samples. quantitatively reduced, to the dye tester without telling him what they That gives us some information, but unfortunately, in almost all cases, we have to test two samples which are not identical in shade although they may be very close indeed, and as soon as you introduce the question of the accuracy of strength determination between colors differing in shade, you find yourselves without a guide other than

In our laboratory we have carried out a great many tests for our own information, and these tests have

(Continued on Page 26.)

Textile Operating Executives of Georgia to Meet

the Textile Operating Executives of Georgia, previously anounced to be What is a conservative percentage held on Wednesday, September 18th of hard waste made on a slasher? and 19th, will be held on Tuesday, 11. What do you do for slack the 18th only. George W. Hamil- threads on the beams behind slashand 19th, will be held on Tuesday, 11 the 18th only. George W. Hamilton, chairman of the committee in ers? charge of the meeting, stated that it was found that the program could you use? Why? be sufficiently condensed to limit the meeting to one day, and this was deemed advisable.

The meeting will be held at the Ansley Hotel, in Atlanta, Ga., open- as the starching at 10 o'clock Tuesday morning, into kettle? September 18th. Slashing, weaving, 14. How do and other subjects will be discuss- on slashers? ed in the round table manner originated by the Southern Textile Association at its departmental meet-

mills in other states are cordially ing? invited to attend, it was announced by General Chairman R. W. Jennings, of West Point, and will be welcome to take part in the dis-Members of the association and visitors are requested to register at the desk in the main lob-by of the hotel Tuesday morning before the meeting. Representatives 3. Which do you consider the best of concerns associated with the texmethod of paying weavers, by the tile industry will also be welcome as visitors.

Appended below is a copy of the questionnaire that has been sent when setting and adjusting looms? to each Georgia superintendent and 5. Is a high sand roll better to which embodies the major questions eliminate reedy cloth? What indto be discussed at the meeting. The Georgia men-and others who desire to do so-are requested to prepare answers to these questions and send them to Robert W. Philip, secre-tary, 4017 Grant Building, Atlanta, before the meeting. The meeting before the meeting. The meeting will consist of a morning session and and afternoon session, and "Dutch" luncheon at one o'clock. The questionnaire follows

Slashing.

What percentage of size is best

for good running weaving?

2. What percentage of increased strength in yarn can be gained by using ball bearings on the slasher cylinder? Is the positive driven slasher better than the ball bearing, for strength of yarn?

3. How long should starch.

speed with additional steam pressure, for drying yarn, or slow speed face with a prominent twill? with low steam pressure, to obtain best percentage for weight?

7. What temperature do you keep in the storage box and size box?

8. Do you ever have the size to congeal in the storage tank or kettles, and what do you do for it?

9. Do you run a lease roller between your size box and the first a heavy pick fabric, either heavy cylinder? What do you think of sheeting or sateen, to prevent the cylinder?

10. What is a conservative num-

It is stated that the meeting of ber of yards to be left on a warper beam when the slasher runs out?

12. What weight squeeze roll do

13, Which will give best results, to agitate the starch and compound in cold water before turning on the steam, or to turn on steam as soon as the starch and compound are put

14. How do you prevent rust spots

15. Is it better to have separate traps for each slasher or have all slashers run into one trap?

16. Do you consider recording Superintendents and overseers of thermometers an advantage in siz-

Weaving.

1. In weaving hose and belting duck, which do you think best, a tight or slack weave? Give your reasons.

2. Do you know of anything in weaving that will increase breaking strength?

yard, pound or pick?

4. Is it a good rule to make a standard for loom fixers to work by

vantage is to be had by running a high whip roll?

6. What are the best speeds for E. E. Routh, Southern sales mandifferent widths looms? State type ager of the Mathieson Alkali Works,

What causes most of your sec-

marks?

9. What system have you for taking care of double threads?

10. Are your brakes adjusted so that when the loom stops the shuttle will stop in the box?

11, What is considered minimum feeler waste per loom per 55 hours running time, 14s filling?

12. What is best method of reducing bow in hose and belting duck?

13. What is the best method of 5. Is an open weave light wool conditions, with ordinary systems of blanket better than a close weave humidification?

6. Should should should be should sho

6. Should slashers be run at high a loom on a twill to get a good smooth bottom and also get a good

15. What reasons can you give for added a variation of picks in a piece of cloth woven in the same loom and under the same conditions?

16. Is there an advantage in using double filling fork with feelers to prevent shuttle marks?

17. What would you consider the best way of timing the harness on cloth from bagging in the center? (Continued on Page 24.)

TEXTILE SALESMEN

WM. H. PORCHER.

Wm. H. Porcher is the way he spells his name but very few would and attended Porter Military Acade-



WM. H. PORCHER.

in no other manner since his boyhood days.

Pete was born at Charleston, S. C., recognize him by any such cogno- my in that city, after which he began his textile career at the Enoree Manufacturing Co., Enoree. where he was employed for six

> Leaving Enoree in 1905, he associated himself with the Carolina Supply Co., and became one of the best known and most popular textile

> salesmen in South Carolina.
>
> His work attracted the attention of Stuart W. Cramer, southern agent of the Whitin Machine Works, and he moved to Charlotte in 1910, as one of the Whitin Machine Works salesmen

> When Mr. Cramer retired in 1920, Mr. Porcher was promoted to joint Southern agent with R. I. Dalton, and he has charge of all the territory south of North Carolina.

> The large amount of business done in the South by the Whitin Machine works is testimony to his personality and selling ability.

Although his territory is all south "Pete Poushay" is the title of North Carolina, he has his headhe bears and he has been mentioned quarters and home at Charlotte. He married a Charlotte girl and has two children.

E. E. ROUTH

is almost a company product him-



E. E. ROUTH

of four years at college, he has been member of the Mathieson organization 24 years. His education was received at Davidson College and the textile mills but store trade al-Virginia Polytechnic Institute.

During the past 14

Routh has been connected with the Mathieson sales organization, and it is doubtful if any other man in self, having served with them since the South is better equipped than onds?

8. What systems have you about age of eleven. With the exception as regards the proper use of Soda weavers taking cloth off at cut Ash, Caustic Soda, Liquid Chlorine, Bleaching Powder and other prod-ucts manufactured by the Mathieson company.

With offices in the Commercial National Bank, Charlotte, N. C., Mr. Routh has charge of the sales for the Mathieson Company's products in twelve Southern states. under his supervision a corps of of well trained salesmen and demonstrators, which enables the Mathieson company to be of particular service to the textile mills who use heavy chemicals.

Mr. Routh moved from New York and opened Charlotte office about two years ago. He has a home in Myers Parks, Charlotte's beautiful suburb, and has two young sons who have not yet reached school age.

His territory not only includes so, as his company manufactures Mr. and sells a wide variety of products.

SOUTHERN DISTRIBUTING CO.

50 Market Street, Charleston, S. C. Greenville, S. C. Griffin, Ga. Charlotte, N. C. Manufacturers and Distributors

of
Stauss Rectified Tallow, Oil and Gums for all warp sizing and
finishing purposes.

Single Copies

XTILE BULLET

Published Every Thursday by CLARK PUBLISHING COMPANY Offices: 39-41 S. Church St., Charlotte, N. C.

Managing Editor DAVID CLARK D. H. HILL, JR. JACK W. COCHRAN Business Manager

SUBSCRIPTION One year, payable in advance___ Other Countries in Postal Union

Contributions on subjects pertaining to cotton, its manufacture and distribution are requested. Contributed articles do not necessarily reflect the opinion of the publishers. Items pertaining to new mills, extensions, etc., are solicited.

ADVERTISING

Advertising rates furnished upon application Address all communications and make all drafts, checks and money orders payable to Clark Publishing Company, Charlotte, N. C.

THURSDAY, AUGUST 30, 1923.

Sued!

J. F. Barrett, editor of the Charlotte Herald, alias Charlotte Labor Herald, has brought suit against David Clark, editor of the Southern Textile Bulletin, for libel.

The North Carolina Federation of Labor met at Greensboro, N. C., on August 14th and 15th, and as usual proceeded to abuse almost everybody and everything except themselves

A member of our staff who sat in the meeting said he never heard such a continued round of abuse and that there was never a constructive note uttered while he was present.

They finally fell upon the Federal Boyd, the United States Supreme Court, and everybody else that had anything to do with the establishment of the fact that the several states had reserved the right to handle their own affairs.

We quote the following from a newspaper report of the meeting.

"Speaker after speaker arose to point out 'bondage,' how men and women and children are 'chattels' and the convention backed them up when time came for action. North Carolina's pre-eminence in the textile world was noted but this time not with the pride it generally carries—it is due to the sweat of women and children, especially children, it was declared.'

The impression sent out from the meeting of the North Carolina Federation of Labor was that when the an interview published in the Char-Federal Child Labor law was declared unconstitutional, the North Carolina mills were able to employ very young children, whereas, it is a fact that the North Carolina law prohibits the employment of children under 14s years of age with the exception that a boy of 12 years of age, can, on special permit, work outside of school hours.

Fearing that the public might believe such statements as that given above, we inserted in the Charlotte Observer of August 19th, as paid advertising matter, the map and operatives being discharged about reading matter which occupies the thirty have lost their jobs due to middle of the two center pages this issue of the Southern . Textile Bulletin.

As a result of the appearance of David Clark, but has not yet named admit a strike was lost. the sum he expects (?) to recover.

We have no apology to make to Mr. Barrett for defending North Carolina against the wild statements that came from a convention in which he was a prominent factor.

Although there have been occa-Child Labor law and abused Judge sions that tempted us we have never loyal operative one who was a remade any remarks that reflected upon the personal character ecord of Mr. Barrett, but we feel that we had a right to criticize him ature. for misrepresenting the child labor situation in North Carolina.

> If the courts shall say that we are to pay damages for such criticism, will pay the amount awarded, but we have little fear of the ultimate result of the suit that has been brought.

Winning a Strike.

There have been many strikes and in the excitement of strikes by both sides, but about the silliest strike statement that we have ever known is the following extract from lotte News:

"The calling off of the protest strike in the Highland Park Mill No. 3, North Charlotte, ef-Park fected Friday night at a meeting of the unionists, 'does not mean that it has been lost,' declared James F. Barrett, editor of the Charlotte Herald, and leader of

textile unionists, in a formal statement Saturday morning. "It was an orderly protest and the strikers are in high spirits.'

As'a matter of fact, a more complete back down or defeat has never been known in any strike.

Superintendent Anderson of the Highland Park Mills discharged several disloyal operatives for reasons that appeared good to him.

After ten days of demands that the discharged operatives be taken back during which time the Labor Herald declared in large headlines "The Situation Tense," the union voted 136 to 6 to strike.

The committee called the strike just at closing time one day so that it would appear that it was a big strike, but only between thirty and forty operatives failed to return to their usual places next morning.

The Central Labor Union met and pledged support and there were many boasts.

Three days later the union met and the strike was unanimously called off. Instead of three or four new operatives being employed while they were striking.

Barrett says the strike was not lost and we can only wonder under that advertisement, Jas. F. Barrett lost and we can only wonder under has served notice of suit against under what circumstances he would

> The truth of the matter is that there was no reason for the strike.

> There was no complaint against wages or conditions and it was foolish for the union members to try to force the mill to re-instate a discognized socialist and had been for years a distributor of socialist liter-

> A wonderful set of resolutions were adopted when the strike was called off.

They were as follows:

"Whereas, on Friday morning, August 17, 1923, local union No. 1216, United Textile Workers of declared a America, against Highland Park Mill No. to protest against the autocratic action of Superintendent L. E. Anderson in discharging without cause, many members of said local union, and

"Whereas, the strike became effective Monday evening, August 20, and

"Whereas, owing to the fear that many textile workers have of that superintendent, L. E. Anderson, and his weave room overseer, E. P. Moseley, and Anderson's armed officer, Henry

Moseley, those workers who live in fear of these three men were afraid to join the workers on strike, and

"Whereas, on account of the mill bringing in outside help, including mothers of young babes and wives of scabs, and putting inexperienced help on the jobs that had been vacated by the strikers, and

"Whereas, the absolute bondage in which the textile workers exist through Anderson's plan of giving workers their jobs a day at a time and their homes a week at a time, holding in the palm of his hand the destinies of all those who labor in the said mill, and

"Whereas, nothing but a solidified effort on the part of the workers standing together as one man, will ever break the kaiser-like grip of this superintendent.

"Therefore, be is resolved, that this strike is declared off,

"Be it further resolved, that we rededicate our energies and our organization to the task of building our organization to the point that we, the textile workers of North Charlotte, can declare our independence and assert our rights as citizens of a great state, and live our lives as others in the state's great industries, it is

"Further resolved, that we thank the newspapers, and all citizens who have stood loyally by us, in this protest strike, and again,

"It is resolved, that we express pity, along with our contempt, for those union workers who scabbed on their fellows' and urge them to make every endeavor to gain in manhood and womanhood to the extent of ridding their souls of all fear of Anderson and the Moseleys, and in conclusion,

"It is resolved, that we call upon textile workers throughout the state to come into the textile union, the only organization on earth that will or can lift the textile workers from their condition of helplessness and virtual slavery, and place them on an equal plane with all other workers in North Carolina.

The truth is that with the exception of out and out socialists, there are very few union members in North Charlotte on elsewhere in this section.

After the United Textile Workers caused them to lose three months wages in 1921 without giving them as weekly strike benefits any of the dues that had been collected, the hard headed operatives refused to pay dues any longer. Many of them have noted the fact that sections without organized unions, get advances in wages as soon or sooner than the union mills and they see no reason to pay a lot of foreign born agitators for the things that they would get anyway.

Personal News

John Killars has resigned as su-perintendent of the Woodstock Woodstock Mills, Anniston, Ala.

R. Eastredge, of Stonewall, Miss., has become overseer spinning at the Osage Mills, Besse-

L. M. Manly, of the Apalache Mills, Arlington, S. C., is now overseer carding at the Osage Mfg. Co., Bessemer City, N. C.

J. D. Elliott, prominent cotton manufacturer of Hickory, N. C., has been elected president of the Chamber of Commerce at that place.

Rob Sosebee has accepted the position of overseer weaving at the Son of C. W. Causey Accidentally Bike Web Mfg. Co., 4115 Ravenwood Ave., Chicago.

J. E. Hutto has been promoted from second hand in carding at the Swift Manufacturing Co., Columbus, Ga., to overseer carding at the Aponaugh Mills, Kosciusko, Miss.

Charles L. Ashley, of the Atlanta office of the Dary Ring Traveler Co., has returned from a visit to the home office at Taunton, Mass., and other New England points.

M. F. Massagee has resigned as overseer spinning at the Gray Mills, Gastonia, N. C., and accepted a similar position at the American Cotton Mills, Bessemer City, N. C.

J. F. Thornburg has been transferred from overseer carding at the Vivian Mills, Cherryville, N. C., to superintendent of the George Mills, Bessemer City, N. C.

E. A. Meyers has resigned as sec ond hand in cloth room at the Eureka Mills, Chester, S. C., to become overseer of cloth room at the Osage Mfg. Co., Bessemer City, N. C.

Joseph R. Puckett has resigned as Gastonia, N. C., to become overseer carding at the American Cotton Mills, Bessemer City, N. C.

W. Y. Harrison, superintendent of the Laurel Mills, Laurel, Miss, spent his vacation in the mountains of North Carolina and also visited a number of mills in North and South Carolina.

M. H. McLendon has resigned as superintendent of spinning at the No. 1 Division of the Loray Mills Gastonia, N. C., to become super-intendent of the American Cotton Mills, Bessemer City, N. C.

Newton Wilson Dead.

Newton Wilson, superintendent of the Anniston Cordage Mills, Anniston, Ala., a well known and successful mill man, died suddenly at his home in Anniston last week

S. P. McCraw Dead.

S. P. McCraw, who for some time was overseer weaving at Fulton Bag and Cotton Mills, Atlanta, Ga., died recently in New York. Mr. Mc-Craw has a large number of friends in the South who learn with much regret of his death.

Killed.

Oliver Spencer Causey, 12 year old son of C. W. Causey, treasurer of the Pomona Mills, Greensboro, N. C., was accidentally shot and almost instantly killed Saturday morning near his home in Greensboro. A .22 caliber rifle with which young Causey and one of his friends had been target shooting, was accident-ally dicharged. The bullet entered the boy's back, penetrated the spinal column and punctured an ar-Death was almost instanteous.

Holly Hauck, who was handling the rifle when the accident occurred, was Spencer Causey's most intimate friend and is heartbroken over the occurrence.

Spencer Causey was one of the most popular boys in Greensboro. As a Boy Scout he had won quite a reputation for his knowledge of woodcraft and animal life.

Cooper Hewitt Electric Co. Locate Charlotte Office.
The Cooper Hewitt Electric Co.

have opened a Charlotte office with Geo. W. Walker in charge.

Walker is moving to Charassistant carder at the Loray Mills, lotte from Cincinnati, O. where he has been for 17 years. District manager and has opened the office at 300 N. Tryon St. He has also purchased a handsome hame on East Seventh Street.

Enoree Mills, Enoree, S. C.

J. C. Tipton	Superintendent
W. B. Dillard	Carder
J. F. Blanton	Spinner
C B. Shippey	Weaver
R. N. Westmoreland	Coth Room
Winslow Patton	Dyeing
J. F. Duncan M	laster Mechanic



Bleached Cottons

(Selling Points No. 44)

Without additional cost you can materially improve your goods.

The selling advantages are obvious to the buyer: a permanent white without loss of strength, unimpaired softness and elasticity.

We will tell your mill all about it.

The Roessler & Hasslacher Chemical Co. NEW YORK

Bobbins and Spools

True-running Warp Bobbins a Specialty

The Dana S. Courtney Co. Chicopee, Mass.

Southern Agt, A. B. CARTER, Gastonia, N. C.

Report of Meeting of N.C. Federation of Labor

(Charlotte Observer) August 15th, 1923.

CONVENTION OF LABOR MEN HAS RESOLUTION DAY

State Federation Demands Strict Child Labor Law.

COMPENSATION AND

Calls for Free Text Books and Demands Revocation of Tax on Labor Solicitors.

Special to The Observer.

Special to The Observer.
GREENSBORO. Aug. 14.—Emphatic demand for, and setting in motion of well defined plans to assist in securing, a strict child labor law; condemnation of taxes levied for the support of chambers of commerce; grievances over lack of workmen's compensation law; a call for free textbooks; demand for revocation of tax on labor agents, and rasping criticism of a granite company at Mount Airy, were the high spots in the proceedings of the North Carolina federation of labor's convention here today, the second of the convention.

vention.

It was resolution day at the convention and the labor people went the whole way, out for blood, determined, a wave of outspoken criti-

the whole way, out for blood, determined, a wave of outspoken criticism of conditions they think bad.

"Bondage" and "Chattels."

Speaker after speaker arose to point out "bondage." how men, women and children are "chattels," and the convention backed them up with votes when time for action came.

North Carolina's preeminence in the textile world was noted, but this time not with the pride it generally carries—it is due to the sweat of women and children, especially children, it was declared

A North Carolina manufacturer and a North Carolina federal judge, James E. Boyd, drew lashing criticism for fighting and for declaring the national child labor law invalid.

Let North Carolina take the lead because of that, a resolution urged, and show the nation a clean bill of health, work for an amendment to the constitution that will make provision for a child labor law which cannot be overthrown by the courts: so Judge Boyd cannot throw children into "bondage:" and "work and pray," appeal to the press, to the state's representatives in Congress to the ministry, to women's and other organizations—the resolution calls for finish fight. other organizations—calls for finish fight.

Our Answer to North

(Below is a Reprint of our Advertisemen

Gross Misrepresenta

In view of the wild and wilfully erroneous statements F. Barrett and others at the meeting of the North Caroli companying map which shows the minimum ages at which Union.

We submit that North Carolina and the other Souther the states of other sections, and it was a gross misreprese ing been "thrown into bondage" by the decision declaring the Barrett dare not assert that the child labor laws of Nort

Why will the so-called labor leaders of our section ap sections when, instead of bringing strikes and dissensions, to bring disrepute to their State, they might be guiding thos velopment and utilization of the economic, educational and s ambitious American.

ECHO ANSWE

Minimum Ages at Which Children Can Be



Southern Textile Bulletin, Charlotte, N. C.

ina Federation of Labor

ation of Their State!

elative to child labor in North Carolina made by James na Federation of Labor at Greensboro, we present the ac-

n States have child labor laws in keeping with those of ntation to depict the children of North Carolina as havthe late Federal child labor law unconstitutional. Mr. h Carolina are not being enforced.

the professional labor agitators and radicals of other osses and suffering to the working people and attempting ose for whom they profess so much concern in the desocial opportunities that are open to every industrious,

VERS WHY?

Be Employed in Factories Under State Laws



Barrett Enters Suit

(Charlotte News) August 24th, 1923.

One Editor to Engage Another in Litigation Over Advertisement.

Suit against David Clark, editor af The Southern Textile Bulletin, because of an advertisement published in last Sunday's Charlotte Observer. was started by James F. Barrett, editor of The Charlotte Herald in superior court Friday morning.

superior court Friday morning.

Summons to appear September 3 and å notice that an order to require Mr. Clark to appear before the clerk of the court is to be asked were filed in the clerk's office and then turned over to the sheriff for service.

The advertisement, which forms the basis of the contemplated damage suit against the textile magazine head was of half-page proportions and bore the title of "gross misrepresentation of their State". In the advertisement Mr. Barrett was charged with uttering at the recent Greensboro convention of the North Carolina Federation of Labor "wild and wilfully erroneous statements relative to child labor in North Carolina."

J. Frank Flowers, attorney for Mr. Barrett, is planning to ask the clerk of Superior court to summon Mr. Clark before him for examination as to details of the statement Mr. Barrett is purported to have made.

The advertisement bearing the sig-

Mr. Barrett is purported to have made.

The advertisement bearing the signature of the Southern Textile Bulletin, was concerned with the minimum age at which children can be employed in certain states. There was a map of the United States, prepared by The Southern Textile Bulletin, showing minimum ages in the various states, the majority of the States having the same as North Carolina 14 years. Some were shown as having minimum ages for children to work as 15 and 16 years. The first step in the procedure of the suit, it was explained, will be the examination of Mr. Clark before the superior court clerk, after which complaint in the damage suit will be filed and the case continued, following the filing of the answer by Mr. Clark.

MILL NEWS ITEMS OF INTEREST

Mooresville, N. C .- The Mooresville Cotton Mills have placed contract with the Bahnson Co., of Winston-Salem, N. C., for a complete equipment of humidiflers for their No. 3 and No. 4 mills.

meeting last week, the board of dicent for the year.

Salisbury, N. C .- The Kestler Manufacturing Co., has completed a new Clover, S. C.—The Hawthorne and well Cotton Mills Co., according to addition, 96x100 feet, to the weave Clover Cotton Mills were shut down an announcement received from The company is re-arrang- all last week. room. ing the weaving machinery and in-

Lexington, N. C .- The Shoaf-Sink Hosiery Mills have moved into the two story brick building which they erected on Railroad street, where they have 12,000 feet of floor space.

The equipment of the plant will be increased to 86 knitting machines 26 loopers, eight ribbers and six sewing machines for the production of mercerized and fiber silk hose and

Greenwood, S. C.—Repairs from the boiler explosion in May at Gren-del Mill No. 1, have been completed and the mill will resume operation on Monday next, President J. P. Abney announced Tuesday. The engines boiler rooms were completely wrecked on the night of May 17, when a boiler exploded, killing two negro firemen and doing a amount of damage

Lexington, N. C .- A certificate was granted the directors of the Ponemah Mills incorporated, authorizing them to change the name of the mills, which are located at Lexington, to the Wabena Mills. The ac-tion in changing the name was made on account of a textile mill in Connecticut operating under the same. H. Thompson, R. P. Earnhart, of Lexington, are president and secretary-treasurer, respectively, of the mills

Anderson, S. C.—Expenditure by the Gluck Mills, south of Anderson, of approximately \$100,000 for improvements to the village of about 750 persons and 445 homes during the course of the next two years was announced by Robert E. Ligon, general manager of the mills.

Actual work on the improvement program has been started. Building of a number of additional residences of a modern type, curbing and draining of the streets of the streets and installation in every home of sewerage, is provided in the improvement program.

Darlington, S. C.—The Darlington Manufacturing Co., of which G. H. Mills have awarded contract to Milliken is president, has contracted Fisk-Carter Construction Company with the Draper Corporation for Greenville, for the extension to the 262 automatic looms with dobby at-tachments, and with the Saco-Low-ell Shops for 11,776 spindles to re-capacity of the mill to be increased new \$1,000,000 corporation, the Alice Roanoke Rapids, N. C .- At their place old spinning and weaving ma- 50 per cent. The present installachinery now in use. Contracts have tion, however, will consist of aprectors of the Rosemary Mfg. Co., also been awarded to other machin- proximately 4,000 twister spindles, declared a dividend of 5 per cent out ery firms for vertical tandem open- spoolers, winders and ball warpers. of the earnings for the six months er, waste machine and 1,000 k. w. J. E. Sirrine and Company, Green-ended June 30. This makes 10 per steam turbine, as well as for gen- ville, are the engineers eral mill improvements.

There were two reasons for the shutdown. One of them \$250,000. stalling 79 broad Draper looms. It was that quite a few of the operatis also revamping the humidifying tives of the two mills wanted a vales, and the Hartwell mills 9,000 and lighting system in the weave cation, and the other was because spindles, the latter mills having reshed. the mill management likes to have provements. about a week to do a lot of general cleaning up of the machinery. It was a mutually satisfactory vacation for both parties concerned. The mills again resumed operation on Monday.

Toccoa, Ga.-The Toccoa Cotton Mills have been bought by the Hart-Hartwell. The purchase price was

The Hartwell Cotton Mills will be known in the future as the Hartwell Cotton Mills No. 1, and the Toccoa Mills as the Hartwell Cotton Mills

The officers of the Hartwell Cotton

Henderson, N. C .- Harriet Cotton Mills are John H. Cheatham, Griffin, Ga., president; Samuel Thornton, Hartwell, vice president and treas-

> Manufacturing Co. The million capital stock is divided into 10,000 shares of common stock and 5.000 preferred stock. The full amount of the capital is to be paid in by September 1, 1923. Officers of the company are Ellison F. McKissick, president and treasurer; A. Foster McKissick, vice president; D. S. Burnside, secretary; E. S. McKissick, A. J. Graham, A. F. McKissick, B. E. Geer and E. A Smyth, directors The company is authorized in its charter to "manufacture, bleach, dye, convert and sell cotton, cotton goods, silk and silken goods, wool and woolen goods and all other fibres of similar nature."

> Anderson, S. C .- For the purpose of making much needed repairs, the Orr Cotton Mills will close on Aug. 23, remaining closed until Sept. 1 The temporary suspension has a dual purpose, the mill people are being afforded an opportunity for brief vacation at the same time. The Orr mills have been running night and day almost continuously for the past two years, and repairs to the plant are necessary.

> The Anderson Mills, it is understood, will suspend for a brief period, due to the installation of new boilers and repairs to the boiler room. Improvements being made at this mill will cost approximately \$15,000, it is understood.

> Atlanta, Ga. - Contracts for the erection of a southern branch at Cedartown, Ga., of the U.S. Finishing Co., have been awarded to the Griffin-Hodges Co., of Atlanta, thru Robert & Co., also of Atlanta, who are consulting engineers for the finishing concern.

Although no figures could be secured from interested parties, it is said the complete development program planned by this company for their Georgia plant will, when finished, aggregate considerably in excess of \$1,000,000. The parent company has a number of branch plants all of them, however, being located in New England. Its annual output now is 250,000,000 yards of finished cotton goods.

"Chip" Robert, president of the Robert & Co., Inc., said the new plant is being built and designed to take care of the rapidly increasing textile developments in the South, and is the second large eastern cotton goods finihsing concern to move a considerable part of its interests to Georgia, the other being the Lo-well Bleachery, of Lowell, Mass., which is now completing a large plant at Griffin, Ga., in connection with the Kincaid Manufacturing Go.



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Largest Landscape Organization in the South

quired. the water supply will be furnished the Loray mills. by the Blue Springs.

tages offered, was largely due to the efforts of Charles Adamson, president of the Cedartown Cotton & Export Co.

The new branch will be in charge of Paul A. Merriam, who comes to the new plant from the Silver Springs branch of the company, located at Providence, R. I.

Jenekes-Manville Consolidation.

Providence, R. I.—Two of Rhode-Island's oldest and largest cotton manufacturing corporations — the Jenckes Spinning Co., of Pawtucket, and the Manville Co., of Providence -last Friday merged into one new company to be known as the Man-ville-Jenckes Co., with a capitaliza-tion of \$39,000,000. This action came as the result of special meetings Friday of stockholders of both companies at which merger plans announced last week were pproved, just as proposed.

A short time later in the day an amendment to the charter of the Jenckes Spinning Co., was filed with the secretary of state at the State House.

The merger of these two big corporations, one manufacturing tire fabrics, and the other cotton goods, is declared the largest of its kind in the history of the cotton industry in Rhode Island. While officers of the new company include officers of both of the old companies, keeping the control and management in practically the same hands, it gives the one company some 10 large mills in the Blackstone Valley textile center of this state and one big mill in the South, employing thousands of skilled operatives.
The mills of the old Manville Co.

are the Social, Globe and Noruse

WELL DRILLING AND DEEP WELL PUMPS
We do the engineering, and have had 32 years experience solving water problems satisfactorily for textile mills.

Sydror Pump & Well Co., Inc. Richmond, Va.

ned to have the complete plant in ville. The plants of the old Jenckes ville Co., was elected president of Knitting Machine Co., a director of operation before the first of the Spinning Co. are the main plant, the the new Manville-Jenckes Co. Mr. the National Ring Traveler Co., and year. It will be located at the fa- Tamarack No. Lippitt, who is a past president of a member of the executive commitmous Blue Springs, and the rights 2, all of Pawtucket, U. S. Cotton the National Association of Cotton the National Association of Cotton the National Association of Cotton Manufacturers.

Blue Springs Co., have been ac- in which was moved and shipped the United States Finishing Co., and Isaac B. Merriam, who has been Some of the existing build- South some months ago, and the big is known as an expert on tariff ings will be completely remodeled new plant of the old Jenckes Spin- schedules in textile lines. and utilized in the new plant, and ning Co. at Gastonia, N. C., known as

Officers Elected.

Frederick L. Jenckes, of Pawtucket, who has been treasurer and director of the Jenckes Spinning Co., The location of the plant at Ce- Former U. S. Senator Henry F. was elected treasurer of the new dartown, according to company offi- Lippitt, a prominent figure in the company. Mr. Jenckes is also a cials, aside from the natural advan- textile industry of the country for prominent figure in the textile in-

Work on the Cedartown plant will at Woonsocket, the Bernon at Geor- many years, and treasurer, general dustry of New England. He is presbegin immediately and it is plan- giaville, and the Manville at Man- manager and director of the Man- ident and director of the Jenckes ident and director of the Jenckes

> Isaac B. Merriam, who has been president, general manager and director of the Jenckes Spinning Co., becomes general manager of the new company. Mr. Merriam is also president and director of the Jenckes Canadian Co., Ltd., secretary and director of the Lippitt Woolen Co., of Woonsocket, general manager and director of the Loray Mills, and has been vice-president, secretary and director of the Manville Co.

Charles H. Merriam, Jr., who has been assistant treasurer and director of the Manville Co., was elected vice-president of the merged company. He is also a director of the Crompton Co., cotton manufacturers and is listed as president and director of the Lippitt Woolen Co., of Woonsocket.

National Council American Cotton Manufacturers to Meet.

Stuart W. Cramer, joint president of the National Council of American Cotton Manufacturers, and W. D. Adams, joint secretary, are leaving the latter part of the week for New York, where they will attend a regular meeting of this organization which is to be held at the Biltmore Hotel, next Wednesday afternoon and evening, September 5.

In addition to the fourteen representatives of the two constituent Associations, the American Cotton Manufacturers Association and the National Association of Cotton Manufacturers, representing the cotton textile industry of the country, there will be present at this meeting invited guests representing the Arkwright Club of Boston, the Cotton Textile Merchants Association of New York, the Yarn Merchants As-sociation, and the Middle States Textile Merchants Association.

The National Council is entrusted with the task of handling, on behalf of the united industry, all problems of national concern arising, affecting its welfare. The other members of the Council from the South are W. E. Beattie, of Greenville, S. C.; W. J. Vereen, Moultrie, Ga; A. N McLeellan, New Orleans; Captain E. A. Smyth, Greenville, S. C.; Mr. John A. Law, Spartanburg, S. C.; and Cason J. Gallaway, LaGrange, Ga.

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Our COMINS SECTIONAL HUMIDIFIERS
Our FAN TYPE and HIGH DUTY HUMIDIFIERS
Our VENTILATING Type of Humidifier (Taking fresh als Inte
the room from outside)
Our ATOMIZERS or COMPRESSED AIR SYSTEM
Our COMPRESSED AIR CLEANING SYSTEM

Our CONDITIONING ROOM EQUIPMENT Our AUTOMATIC HUMIDITY CONTROL (Can be applied to systems already installed)
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EXTOL, A new product especially for Print Cloths. A complete warp size, requires no addition of tallow



Tallow, Soluble Grease, Soluble Olls, Gums, Glues, Gum Arabol, Lancashire Size, Waxes, Finishing Pastes, Soaps, Glycerine, Readymade heavy Size, Sago and Taploca Flours, Dextrines, China Clay, Soluble Blue Bone Grease, Bleachers' Blue.

SPECIAL COMPOUNDS FOR WARPS, WHERE STOP MOTIONS ARE USED.

WEIGHTING COMPOUNDS FOR COLORED AND WHITE WARPS. FINISHING COMPOUNDS FOR ALL CLASSES OF FABRICS.

The Arabol best grades of cotton warp sizing compounds make the "finest weaving and will hold the fly."

These compounds are based on the best practical experience and the best materials used in their manufacture.

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Manufacturers of Spools of Every Description Speeders, Skewers, Warp and Filling Bobbins, Twister Bobbins, Northrop Loom Bobbins.

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Textile Grinding Machinery Of All Kinds





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THE DAVID BROWN COMPANY

Lawrence, Mass.

NOTE our New Factory Additions and Improved Facilities for Manufacturing Our

"HIGH GRADE"

Bobbins, Spools and Shuttles

Correspondence Solicited

Catalog on Request

Cotton Notes

The Week's Cotton Trade.

Cotton prices continued fairly firm with, however, a downward tendency during the week ending August Spot cotton declined about 1-4 of a cent per pound and October future contracts at New York about 3-16c, as compared with the closing prices of the previous week. Weather conditions were looyed upon as more favorable, due to reported rains in certain sections of Texas, with some reports, however, staing that it was too late for any benefit to be derived from these rains. Private reports as to the probable condition of the crop as of August 25; range from 56 to 59. Spot sales during the week were quite large, particularly at Houston, when on August 18 this market reported sales of over 14,000 bales.

The dry goods markets report considerable more activity with a better feeling all around.

The average of the quotations of 10 spot markets on August 24, was 24.55c per pound as compared with 24.82c on August 17.

October future contracts on the New York Cotton Exchange closed at 24.23 as compared with 24.40 the previous week.

Exports during the week ending August 24, were light, amounting to 17,725 bales against 55,939 bales last week and 25,026 bales for the same period in 1922.

Certificated stock at New York on August 24, was 3,214 bales, and at New Orleans, 7,993 bales. Total Total stocks of all kinds at New York, 15,-086 bales, and at New Orleans, 44,-024 bales



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Staple Cotton MISSISSIPPI and ARKANSAS

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Dallas, Texas

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S. G. Tarkington & Sons

Cotton

All Grades and Staples Cuero -:- Texas

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Domestic-Export Dallas, Texas

Gum Tragasol Agglutinates

the fibres of the yarn-cotton, woolen or worsted whichever it may be-and prevents waste of good materials by eliminating flyings.

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than either wool or cotton, therefore, its use is a distinct economy

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Fire Without Having A Cleaning Period On



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DISINFECTANT

We guarantee our disinfectant to meet any government specifications. We manufacture them ourselves, and do not fill them with rosin or other cheap fillers. Get our prices. They will surprise you.

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The Largest Manufacturers of Loom Harness and Reeds in America

Loom Harness and Reeds Slasher and Striking Combs Warps and Leice Reeds,

Beamer and Dresser Hecks, Mending Eyes, Jacquard Heddles

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BRISTOL, RHODE ISLAND

Use Dixon Patent Stirrup Adjusting Saddles, the latest invention in Saddles for Top Rolls of Spinning Mehines. Manufacturers of all kinds of addles, Stirrups and Levers.

WRITE FOR SAMPLE

Textile Operating Executives of Georgia to Meet.

18. What is the most satisfactory let-off motion for weaving a medium weight goods?

19. Do you get better results in weaving from filling made with traverse going up fast and down slow or that made with traverse going up slow and down fast?

Twisting.

1. What is the best method of avoiding making corkscrew yarn on

5 ply?

2. Should the speed of traverse ly 400 exhibits embracing evon twisters be increased when portant item in the industry. changing from say two ply to say six ply in order to lay yarn on the rather than piling it on unevenly as same speed for two as six ply?

be run with standard twist?

4. What do you consider best for first advanced by the director genthese yarns: flange ring with steel traveler, or vertical ring with bronze traveler? Which would you consider best on vertical rings, steel or bronze travelers?

5. What spindle speed would you advise on a 5 inch ring twister? Could this frame be run at a faster speed with individual motor than with belt drive?

6. What is the difference in the life of a waxed band and a band that is not waxed? Is there any difference in percent of slippage of the two bands?

Cloth Room.

1. How close to face and under-side of cloth should card and emery. wheels on brusher be set to obtain best results?

2. What material should be used in covering drums on sewing rolling machines'

Bleaching and Dyeing.

1. What is the best method of saturation for yarn bleaching? What solution should be used in this? State in simple terms.

2. What is the best method of saturation for cloth bleaching? What solution should be used in this? State in simple terms.

3. What preparatory saturation should be used for yarn dyeing? What solution should be used in this? State in simple, not chemical, terms and offer alternatives for some few colors which require different treatment.

4. What preparatory should be used for cloth dyeing? What solution should be used on this? State in simple, not chemical,

WASHING POWDER MAKE SUDS Rog. U. S. Pat. Off.

BEST for CLEANING MILL FLOORS

Poland Soap Works

Anniston, Ala.

terms, and offer alternatives for some few colors which require different treatment

International Textile Exposition

Everything is practically "all set" or Textile Week in Boston from October 29 to November 3, and trade circles in general all over the country are showing increased interest in the coming of the eighth International Textile Exposition to be given twisters, when twisting more than in Mechanics Building. From the present indications there will be fully 400 exhibits embracing every im-

Public attendance, it is estimated, will reach 100,000. Experience has twister spool evenly and smoothly, taught the management that the rather than piling it on unevenly as sight of machinery in actual operit does when traverse is run at the ation, turning out the various kinds same speed for two as six ply?

of goods, "Cloth in the making," is 3. What is the largest ring that a wonderful drawing card, interesttwo, three and four ply coarse yarns ing to thousands, both young and can be successfully run on, yarn to old, as well as instructive. Proof of this was shown when the idea was

Western

North Carolina

"The Land of the Sky" MICHIGAN. WISCONSIN.

MINNESOTA. COLORADO. UTAH, CALIFORNIA. CANADA. NEW ENGLAND.

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GREATLY REDUCED SUMMER FARES

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Division Passenger Agent Southern Railway System Charlotte, N. C.

eral, Chester I. Campbell, the atten- of Commercial Engineers, and the dance that particular year jump- annual convention of that body will ing beyond all expectations. The ef- be held during the week of the show fect was felt by the exhibitors, and with delegates in attendance from since the initial presentation of this all parts of the country. feature there has been a steady and insistent effort on their part to present everything that would be pleasing to the public.

An important attendance feature of the Exposition, which draws a large number of persons aside from the engineers and technical experts, is the exhibits in the power department in the basement. Here, bsides the great power plant of the building, supplying the motive force for the machinery, will be shown all the new devices which have proved efficient in the transmission and application of power in mill work. The power show will be under the direction of the New England Association

Monroe Mills Monroe, Ga.

J. W. Mears, Sr	Superintendent
J. H. Perkins	Carder
J. C Eller	Spinner
S W. Ingram	Weaver
W. A. McDonald	Cloth Room
Guy Wallace	Master Mechanic

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W. H. Hartsoe	Carder
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W. A. Hovis	Winder Room
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Washington, D. C., FRIDAY, AUGUST 31, 1923 ROUND TRIP FARE FROM CHARLOTTE, N. C. \$11.00

Schedule Special Train and Round Trip Fares

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Leave	Sche	edule	Trip Fare
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A rare oportunity to visit the Nation's capital. Tickets good 4 days and 3 nights in Washington. This is a fine opportunity to spend the week-end and Labor Day in this beautiful city.

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Mills wishing to sell direct to discriminating customers please write, stating counts and quality, carded or combed, skeins. ball or chain warps, tubes or cones.

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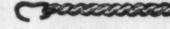
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We Weren't Especially Thinking of You When We Built the Laminar!

We were thinking of the man who is going to push it over your mill floor. We were thinking of the man who has to listen to the rumble and rattle of trucks passing behind him and in front of him all day long.

That is why we made Laminar Mill trucks and Roving cans of Vul-Cot Fibre—the same material that goes into the famous Vul-Cot guaranteed waste basket.

The result is a mill truck that is wieldy, that is easy to handle, that is so light that it makes scarcely any noise. Incidentally it is mighty easy on mill floors.

Frankly, though we were thinking of you or, of your pocketbook, rather. The Laminar with all its lightness is a perfect pig for punishment. It will stand up for years under the hardest of rough and tumble mill wear.

We have them in nearly every encervable shape and size. Write us for price list and cata-

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Safety, Too

Your floors are in one of two conditions; either they are safe under foot or they are a constant menace to the life and limbs of your employees.

This latter condition is not caused by failure to wash the floors, but rather through the use of soap powders which fail to rinse away the greasy, soapy film which they deposit during the washing process.

These dangerous factors never result when

Wyandotte Detergent

is used, for in hundreds of mills where this cleaner is standardized the floors are not only cleaned and cleaned easily and economically, but also so freely does Wyandotte Detergent rinse that the surface is left with a perfectly firm, safe foothold for the active, busy

INDIAN IN DIAMOND



IN EVERY PACKAGE The J. B. FORD CO., Sole Mnfrs Wyandotte, Michigan

Determination of Strength of Dvestuffs.

(Continued from Page 11)

given us very interesting data. We find, for instance, that if we take a Bismark brown, then the error of any single dye in a series may run as high as 15 or 20 per cent. If we are dealing with a black, the error may be about the same, tho acid colors, which exhaust well, may be counted on within closer our records of the crude and use limits. Note that I am not saying charges which we think will give us that the dye tester's eye cannot see finer differences than these percentages. I am saying that all the facprocess of standardizing, then you if there sem to be a serious discrepmay find a very much higher accu- ancy, we repeat the tests. racy. I think, in the case of the acid colors, we can count on being to the mixer and the material remixwithin three per cent. In the case of blacks, we are not more than 5 per cent off; however, such extreme accuracies are only obtained by such tests as we use in standardizing, tests of which the following is a right outline, an outline which I give you because I think you will be interested in the kind of which leads to the most accurate results, though it is work which the user of dve-

stuffs can harly duplicate.
First of all, a sample of each crude charge of color as it is made in the plant, is dyed against our standard, the strength of the crude being guessed at by a spot test of the solution on paper before the set of dyeing is put on, so that the strength of the standard and of the

crude may coincide. The set of dyeings which is put on will vary, say by steps of 5 per cent. Where complete, these are examined and if any one of the skeins is found to be out of line, that is, if a skein which should show 5 per cent greater strength than another shows equality, then the whole set is thrown out and another put on.

When enough crude material is available for a mix (we go back to our records of the crude and use the right shade and will insure our having strength enough to allow of standardizing. This first mix is tors, taken together, may mislead again sampled carefully and tested the dye tester to that extent. On against standard. The results we the other hand, if you perform a get are checked against our prelimseries of dye tests each step in the inary reports on the charges and

> Standardizing agent is then put ined. Samples are taken and these are once more checked, this time against the standard and against the previous mix. All the dyeings must agree with what we expect before we will pass our judgment on the set. If necessary, more standardizing material is added; sometimes this will be salt or Glaubers' salt, sometimes it will be crude color, which is likely to bring the mix to the right shade. This mix is sampled and tested once more against what went before and the standard and if now it is found to be stan-dard, then the mixer is dumped into barrels and at least three samples are taken from the barrels. These barrel samples must check among themselves, and with the previous dyeings of the mix, also with the standard. Only then do we feel that we can send the color to the shipping house. If we clean out the naxer, we even check the sweepings separately to see whether what has stuck around the edges of the mixer can have any effect on our mix.

Port Elizabeth Wool and Mohair Shipments.

Declared exports from Port Elizabeth during May were 147,219 pounds of scoured wool, valued at \$127,934, 122,392 pounds, worth \$57,759, of greasy wool, and 216,784 pounds of mohair with a value of \$260,485. Comparative figures for April were 176,397 pounds and \$126,511 of scoured wool, 1,155,550 pounds and \$42,-199 of greasy wool, and 5,747 pounds of mohair valued at \$6,782. Shipments of grease wools to the United States have almost ceased although scoured wools are still being sent in fairly large quantities. quantity of mohair shipped The America in May was greater than exports for any month since November, 1922, Consul Monnet E. Davis, Port Elizabeth, reports to the Depatment of Commerce.

Hosiery Imports For May Come to \$339,619.

Washington. - The imports of hosiery into the United States for the month of May totaled \$339,619, according to a report just issued by the Department of Commerce. Imported wool hosiery was valued at \$218,550.



Some Recommendations

CHEROKEE SPINNING CO.

Knoxville, Tenn. During the last three and a half YEARS we have used your MI CLEANSER, EXCLUSIVE-LY, as a SCRUBBING POW-DER, and we find it HIGHLY SATISFACTORY.

We have obtained better RE-SULTS from your PRODUCT than we have been able to OB-TAIN from any other SCRUB-POWDER we have TRIED

NICHOLS MFG. COMPANY Asheville, N. C., U. S. A.

CHARLIE NICHOLS Pres., Treas. & Genl. Mgr.

Meeting of Weavers' Division. (Continued from Page 10)

Gillespie, J. G., overseer weaving, Drayton, S. C.

Goodroe, R. F., superintendent Ice-morlee mills, Monroe, N. G. Greer, J. A., American Wool & Cot-

ton Reporter, Greenville, S. C. Gregory, W. R., D. E. Converse Co., Glendale, S. C.

Hallman, B. D, Gaffney, S C. Hamilton, A. M., superintendent, Chesnee, S. C.

Hamilton, Robert H., New Bedford,

Hamrick, F. Y., Forest City, N. C. Hamrick, Lyman, Gaffney, S. C. Harrill, H. F., overseer weav Louise Mill, Charlotte, N. C. weaving,

Hartsoe, M. M., overseer of weaving, Liberty Mill No. 2., Easley, S. C. Haskins, L. L., E F. Houghton & Co.,

Greenville, S. C. Hawkins, P. C., assistant superintendent, Cliffside Mills, Cliffside, S. C. Hinson, W. H., Icemorlee Mill No. 2, Monroe, N. C.

Holland, R. G., Shelby, N. C. Hoy, T. F., Providence Drysalters Co., Stofer, S. O., Gaffney, S. C. Spartanburg, S. C. Tattersall, W. R., Lumberton, N. C. Hughes, Carl, night weaver, Ella Mill, Thackston, H. L., overseer weaving,

Shelby, S. C. Shelby, S. C. Converse, S. C. Hull, M. S., Chadwick-Hoskins Sta., Thomas, S. C., Seydel Chemical Co.,

Jacumin, J. H., superintendent Broad River Mill, Blacksburg, S. C. Jenkins, W. D., Shelby, N. C. Kale, M. B., Shelby, N. C.

Jenkins, W. D., Shelby, N. C.
Kale, M. B., Shelby, N. C.
Kelly, Billy, representing Chas Allor, Charlotte, N. C.
Kennedy, W. A., Root Co., Charlotte, N. C.

Products Co., Jersey City, N. J. LeGrand, R. T., supt., Shelby, N. C. Cotton Mill

Lockman, L. C., Draper Corporation, Atlanta, Ga. MacRae, Cameron, Arabol Mfg. Co.,

MacRae, Cameron, Arabot and Concord, N. C.

McCall, C. F., spinner, Caroleen, N. C.

McClure, F. D., overseer weaving, Clifton Mfg. Co., No. 4, Clifton, S.C.

McCombs, J. V., Buffalo, S. C

McCraney, J. A., overseer spinning, Charlotte, N. C.

McCraney, J. A., overseer spinning, Charlotte, N. C.

McClure, F. D., overseer weaving, Clifton Mfg. Co., No. 1, Clifton, S.C. McCombs, J. V., Buffalo, S. C. McCraney, J. A., overseer spinning, Icemorlee Mills, Monroe, N. C. McMahon, C. L., overseer weaving, Henrietta Mills, Henrietta, N. C., Maigatter, C. D., United Chemical Products Co., Charlotte, N. C. Moore, John K., Gaffney, S. C. Moss, T S., spinner, Blacksburg, S.C. O'Hara, W. R., Stafford Co., Charlote, N. C.

Phelan, N. J., Cotton, Atlanta, Ga. Phillips, J. L., Southern Textile Bul-

bia, S. C.

Pool, O. R. S., Fafnir Ball Bearings, Greenville, S. C.

Pool, R. W., Atlanta, Ga.
Power, A. E., Gaffney, S. C.
Powers, S. R., superintendent, Limestone & Hamrick, Gaffney, S. C.
Price, J. F., cloth room, Caroleen,

N. C.

Quick, J. A., carder, Louise Mills, Charlotte, N. C.

Quick, W. C., overseer carding, Monroe, N. C.

Riddle, C. R., Overseer carding, Olympia Mills, Columbia, S. C.

Robinson, J. J., weaver, Hamrick Mills, Gaffney, S. C.

Rowland, W. C., overseer weaving, Union-Buffalo Mills, Union, S. C. Runge, H. E., Draper Corporation, Atlanta, Ga.

Sanders, S. J., carder and spinner, Eastside Mfg. Co., Shelby, N. C. Sibley, Q. B., Fairmont, S. C. Sloan, S. M., American Supply Co., Greenville, S. C.

Smoot, M G., Forest City, N. C. Spratt, H. E., weaver, He Mills, No. 2, Caroleen, N. C. Henrietta

Charlotte, N. C.

Hudkey, J. P., overseer weaving, Thomason, J. V., Assistant Superintendent, Hart Cotton Mills, Tarboro, N. C.

Thompson, W. H., overseer weaving,

N. C.

Lattimore, B. M., United Chemical Waldron, H. J., E. F. Houghton & Co., Greensboro, N. C.

Walters, E. M, superintendent Chadwick-Hoskins Co, No. 1 and No. 2.

Charlotte, N. C. Warren, C. H., Draper Corporation, Atlanta, Ga. Webb, J. W., Shelby, N. C.

Zandt, Harold Van, Corn Products, Co., Greenville, S. C.

Mexican Goods Reshipped to Central America Through New York.

The Mexican cotton gods industry is passing through a severe cri-Ousley, M, U. S. Bobbin & Shuttle sis, and as a result is resorting to Co., Greenville, S. C. a practice of former years of selling practice of former years of selling Perry, Hext M., Detroit Graphite Co., to New York commission houses for Greenville, S. C. reported. It is claimed that Mexican cotton goods can be shipped to letin, Charlotte, N. C. New York, passed through the hands Phillip, Robert W., Cotton, Atlanta, of commission merchants in that city with a consequent increase in Phillips, W. T., Pacific Mills, Colum- price, shipped to Central Amercia, bia, S. C. and still be sold at a lower price

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KENNETH GRIGG & CO. COTTON All Grades-Long and Short

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Cotton Goods

week, with indications that business for square woven. should be appreciably better within undoubtedly have been larger had at recent low prices. mills been willing to make long future contracts at prevailing prices. They regarded these prices as to close to production costs and were unwilling to contract over a long period. The bulk of the business done last week called for delivery in September and October.

Among the advances noted were a quarter cent a yard on bleached cottons while an eighth to a half cent was asked on print cloths and sheetings over prices of ten days ago. Higher prices were named on colored cottons and these goods sold more freely at higher prices.

Some very good business was done on ginghams last week, this trade being handled at the prices to be named later when the 1924 spring yarn goods in the gray were also in better demand.

Wholesalers report that retailers are ordering more goods, especially napped goods and blankets and are asking for deliveries on other goods on order. As a whole, production continued very low in most mill centers. The uncertainty of cotton handled through this market. prices and the lack of profit in pres ent prices is still tending to keep production low. In fact, sales of print cloths and sheetings with the last two weeks have exceeded production for the first time in some months.

Inquiry for duck has shown considerable improvement. Buyers, however, showed a tendency to take small lots only and are hesitant to place large contracts until market prices have become more stable. Quotations showed considerable variation. Competition for business on duck is very keen and for that reason prices have suffered in the small trading. Prices are unsatisfactory to the mills, being considered below costs on practically all constructions.

There was very little tire fabric business last week. Quotations showed practically no change, and it was reported that mills were ready to sell from stock on hand on

New York.—Trading was more ac- the basis for 50 cents for 1 1-8 card-1 tive in the coton goods markets last ed peeler cords and as low as 47c

Some new business in yarn goods a short time. Prices advanced were was reported during the week. Sales named on a number of lines last continued very firm and mills would week. The sales for the week would not accept converters offers to buy

> Cotton goods prices were quoted as as follows:

Print cloths, 28 in. 64x64s, 7 1-8c; print cloths, 28 in. 64x60s, 6 7-8; Print cloths, 27 in., 64x64, 6 5-8; gray goods, 38 1-2 in, 64x64s, 9 1-2c; gray goods, 39 in; 68x72s, 11; gray goods, 39 in. 80x80s, 12; brown sheetings, 3 yard 14 1-2; brown sheetings, 4 yd., 11 1-2; brown shetings, standard, 15 1-4; ticking, 8 ounce, 25a30; denims, 2.20, 23; staple ginghams, 19; standard prints 9 1-4; dress ginghams, 21 1-2a24; kid finished cambrics, 9 1-2a10 1-2.

Hongkong Imports Gunny Bags.

Hongkong normally imports 800,prices are announced. Percale sales 000 tons of gunny bags annually, were somewhat larger and combed These are re-exported to North China, Indo-China, the Philippine Islands and other nearby markets. No sunny hags are exported to the gunny bags are exported to the United States, but Consul Leroy Webber reports that local dealers are hoping that in the future, a portion of the American orders now being placed direct in India, will be

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Dobby Cords

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TRADE MARK

WARP TYING MACHINES HAND KNOTTERS WARP DRAWING MACHINES AUTOMATIC SPOOLERS HIGH SPEED WARPERS

BARBER-COLMAN COMPANY

BOSTON, MASS. GREENVILLE, S.C. MAIN OFFICE AND FACTORY: ROCKFORD , ILL . U.S.A.

The Yarn Market

There were numerous inquiries covsulted. Many of the inquiries came many instances, that they would be unable to get yarns at prices less than those quoted during the week was more active during the early part of the week. Toward the latter part many consumers, having cov- pet producers. ered their most pressing needs, were Yarn prices were again inclined to hold off the mar- market as follows:

Both mills and dealers were considerably encouraged by the trend of business during the week. newer and higher basis of prices has apparently been well established. Some mills selling direct were able to offer yarns slightly under the general market. The knitting yarn division showed more improvement, this being especially true of mercer-ized yarns. These yarns, which ized yarns. These yarns, which have been very dull for some weeks picked up rapidly last week and some very large sales were made. The improvement was based on the fact that hosiery mills are willing to come into the market and buy in anticipation of the hosiery orders they are expecting to get within the next few weeks. Hosiery mills have about used up their stocks fo mercerized yarns and were faced with the alternative of closing their plants or buying more yarn. ery orders have so far not been as large as manufacturers would like to see them, but have been large enough to indicate something of the demand that will come later in the season. Quotations on mercerized yarns ware advanced and the higher prices were well maintained.

Fair buying of tire yarns has been noted, including 23s 5 ply and 11s 3 ply. Several hundred thousand pounds were involved. This is considered particularly gratifying in this quarter. Some mills groups qualified to produce these yarns were not approached with inquiries. The fabric mills will twist the yarns further.

Philadelphia, Pa.-The yarn mar- plush trade came in with several ket was much more active last week. plushorders running up to 75,000 There were numerous inquiries covpounds of 30s 2 ply warps. High ering a wide range of yarns and grade yarns are wanted here and some very substantial business re- the price paid has been around 50c. A renewal of buying developed in at prices that mills would not ac- among lace makers who also bought cept and buyers found most mills some 50,000 and 75,000 pound lots. very firm in their price ideas. Yarn Insulators came in for small quan-purchasers evidently decided, in tities of tinged 8s 3 and 4 ply. They paid up to 35s for lots up to 25,000 pounds. The best price noted yesterday was 34c, though early in the and therefore were in the market week 33c was paid and 32 1-2c bid. for various quantities. Business Towel manufacturers did not show the slightest interest in warps. Some few sales were put through for car-

Yarn prices were quoted in this

Southern Two Ply Chain Warps. 10s _____ 38 a 2 ply 26s _ 46 a47 12s to 14s _ 39 a40 2 ply 30s _ 474a48

128 10 148 - 0	2 8730	a hin ans -	21720110
2 ply 16s 4	1 a	2 ply 40s _	58 a
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4 ply 3	3 8	208 2 DIY	44 849
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6s 1 ply - 3 8s, 2 3 and 4 ply - 3 10s, 1 ply and 2 ply - 3	5 a36		
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	Duck 1	arns	
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Souther	ern Sin	gle Skeins.	
6s to 8s 3	6 237	20s	40 a
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Southern Cor	nbed P	eeler Skeins.	Etc.
2 ply 20s - 5 2 ply 30s - 6 2 ply 36s - 6 2 ply 40s - 6	E 0	9. mlm 50m	70 95
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Southern			
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Wanted young man as cloth room Small mill on high grade sheetings. Must be sober and capable. Address Echota and capable. Cotton Mills, Calhoun, Ga.

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Wanted: Operator for American wark drawing-in machine. Print cloth mill. Address Drawing-In Machine, care Southern Textile Bulletin.

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Tee is only \$1.00. During the three months' membership we send the applicant notices of all vacancies in the position which he desires. We do not guarantee to place every man who joins our employment bureau, but we do give them the best service of any employment bureau connected with the Southern Textile Industry.

- WANT position as overseer weaving. Familiar with variety of weaves and can furnish excellent references. Ad-dress No. 3805.
- WANT position as superintendent, over-seer weaving. Thoroughly trained in all departments of mill, I. C. S. grad-uate. Understand jacquard weaving. Age 30, married, no bad habits. Good references. Address No. 3806.
- WANT position as overseer spinning or as assistant superintendent by man who can get results, either yarn or weave mill. Best of references. Address No. 3807.
- WANT position as overseer spinning. Age 37, 12 years as overseer. First class references. Address No. 3808.
- WANT position as superintendent, or overseer large card or spinning room High class man, experienced and practical, references to show good past record. Address No. 3809.
- WANT position as superintendent of large yarn mill. Have been overseer and superintendent in some of best yarn mills in North Carolina. Have fine record as to quality and quantity at low cost. Address No. 3810.
- WANT position as carder or spinner or both. Capable of handling large room in first class man. Long experience, fine references. Address No. 3811.
- WANT position as carder or spinner. Experineced mill man, now running card room at night but want day job. Good references as to character and ability. Address No. 3812.
- WANT position as superintendent, Practical man of long experience and ability to get good results. Now employed as superintendent. Good references, Address No. 3813.
- WANT position as master mechanic. Have had 24 years experience in cotton mill shops both steam and electris drive. References. Address No. 3813-
- WANT position as overseer weaving or Draper looms, plain white goods pre-ferred. Now employed, but desire better job. Good references from good mill men as to character and ability Address No. 3815.
- WANT position as overseer carding. Good man, now employed, but wish bet-ter position. First class references showing good past record. Address No. 3816.
- WANT position as superintendent of yarn or weave mill. Long experience in carding, spinning and weaving, and winding. Can get quantity and quality production at lowest cost. Age 39, good character and references. Address No. 3817.
- WANT position as superintendent. Practical manufacturer of ability and experience. Good manager of help. Fine references. Address No. 3818.
- WANT position as overseer weaving. First cuass weaver in every respect, sober, re-liable and hard worker. Experienced on wide variety of goods. Good refer-ences. Address No. 3819.
- WANT position as superintendent or manager of yarn or cloth mill in the Carolinas. Now general superintendent of large mill, have held job satisfac-torily for three years but have good reasons for wanting to change. Good references. Address No. 3821.
- WANT position as superintendent, over-seer carding or assistant superinten-dent on yarn or plain cloth mill. High class, reliable man, good manager of help. A-1 references. Address No.

- WANT position as overseer weaving. Strictly high class man of good charac-ter; long experience in weaving, best of references. Address No. 3823.
- WANT position as superintendent, or carder or spinner. Now employed as spinner in mill on fine yarns and am giving entire satisfaction, but want larger place. Good references. Address No. 3824.
- WANT position as superintendent, carder or spinner. Practical man of long ex-perience in good mills. Fine refer-ences. Address No. 3825.
- WANT position as master mechanic. Now employed, but want larger job. Many years experience as mechanic, steam and electric drive. Excellent refer-ences. Address No. 3826.
- WANT position as superintendent or traveling salesman. Experienced mili man and can give excellent references, Address No. 3827.
- WANT position as superintendent. Have held position as such in some of the best mills in South and give satisfac-tory references to any mill needing first class man. Address No. 3827.
- ANT position as master mechanic. Long experience in mill machine shop, fully competent to handle large job. Fine references. Address No. 3829.
- WANT position as overseer carding or spinning, or superintendent, Practical man who has had many years experi-ence as superintendent and overseer and can get satisfactory results. Best of references. Address No. 3821.
- WANT position as superintendent of yarn mill or carder or spinner. Thoroughly familiar with tness departments and am well qualified to handle either a room or a mill. Good references as to character and ability. Address No. 3832.
- WANT position as superintendent of mill in North Carolina making yarns or print cloths. Now employed as superintendent of 27,000 spindle mill making 30s hosiery yarn and 64x60s print cloth. Am giving satisfaction but have good reason for making change. Best of references. Address No. 3833.
- WANT position as superintendent or overseer carding. Long experience as both and can get good production at low cost. Would like to correspond with mill needing high class man. Address No. 3824.
- WANT position as overseer of carding Good worker of long experience in num-ber of good mills. First class refer-ences to show past record. Address No. 3835.
- WANT position as superintendent or overseer carding and spinning. Now employed, but wish larger place. Com-petent, reliable man who can give satis-faction in every way: Good references. Address No. 3836.
- WANT position as superintendent or manager. Have had long experience as superintendent and am high class man in every respect. Can handle mill on any class of goods made in South. Want to correspond with mill needing high class executive. Excellent references from reliable mill men. Address No. 3837.
- WANT position as overseer weaving. Practical weaver who can get big pro-duction at the right cost. Fine refer-ences. Address No. 3838.
- WANT position as overseer weaving. Can handle any fabric made in South. Have had over 27 years experience from loom fixer to overseer weaving and was promoted steadily by one of largest mills in the South. Married, have family, religious worker, good manager of help. Can give excellent list of references. Address No. 3829.
- WANT position as superintendent, prefer South Carolina or Georgia. Now employed as assistant superintendent and weaver and am giving entire satisfaction. Have good reasons for wishing to change. Excellent references. Address No. 3840.
- WANT position as overseer weaving, pre-fer job of fancies. Have been weaver for past 10 years with one of the finest mills in the South. Excellent refer-ences to show a fine record. Address No. 3841.
- WANT position as superintendent, yarn mill preferred. High class man who is well trained and has had long experi-ence. Best of references. Address No. ance. 3842.
- WANT position as superintendent, employed as such, but want better Good weaver as well as superintendent.

- WANT position as superintendent, carder or spinner. Now employed as superin-tendent. Long experience as both over-seer and superintendent and can get satisfactory results. Address No. 3844
- WANT position as overseer carding. Have had long experience and can furnish best of references from past and present employers. Address No. 3852.
- WANT position as overseer weaving. Experienced in wide variety of fabrics and can give satisfaction. Now employed Best of references. Address No. 3853.
- WANT position as dyrer, 12 years experience on long and short chain work raw stock, beam and Franklin machines. Can handle any size jobs or cotton. Good references and can con short notice. Address No. 3854.
- WANT position as overseer carding. Experienced an dreliable man who can handle your room on efficient and satisfactory basis. Good references. Address No. 3855.
- WANT position as superintendent of medium sized mill or weaver in large mill, white or colored goods; 20 years as overseer weaving, snashing and beaming in number of South's best mills. Have held present place for nine years and am giving entire satisfaction. Address No. 3856.
- WANT position as superintendent of plain or fancy goods mill, would con-sider offer of medium size mill at rea-sonable salary. Thoroughly conversant with all departments. Address No. 3857
- WANT position as superintendent of yarn or cloth mill, ginghams preferred; age 40, have family; 22 years experience, 8 years as carder and spinner and assistant superintendent; have held last position as superintendent for 7 1-2 years. N. . mill preferred. Good references. Address No. 3858.
- WANT position as overseer weaving or superintendent. Long experience in good mills and can get good results. Best of references. Address No. 3859. WANT position as overseer carding; age 33, married, 14 years in carding; 5 years as overseer. Now employed but have good reasons for wishing to change. Address No. 3860.
- WANT position as superintendent of weaving mill, or would take overseer weaving in large mill on plain or fancy goods. Now amployed in good plant and can give good references. Fine record in good mills. Address No. 3861.
- WANT position as overseer spinning, 17 years in spinning room, now employed as second hand in 35,000 spindle room, age 28, married, sober, reliable and church member. Good references. Address No. 3862.
- WANT position as overseer spinning, spooling or twisting. Age 29, married, 10 years on spinning. Can furnish good reference. Address No. 3863.

 WANT position as carder or spinner, or both. Age 20, married, practical carder and spinner and can furnish fine references as to character and ability. Address No. 3864.
- WANT position as overseer spinning, or carding and spinning, can give good ref-erences as to character and ability, strictly sober, now employed but have good reasons for wishing to change. Ad-dress No. 3865.
- WANT position as overseer cloth room, experienced on drills and sheetings; also colored goods. Can give Al references. Address No. 3867.
- WANT position as carder or spinner, both. Experienced and reliable m who can produce good results. G references. Address No. 3868.
- WANT position as superintendent, now employed as such, but wish to change; 4 years in present place, 8 years as carder and spinner or both warp and hosiery yarns, 5 years as spinner, been in mill over 25 years, thoroughly understand all processes from picker room to winding and twisting. Good knowledge of steam and electricity. Address No. 3869.
- WANT position as overseer spinner, at \$30 weekly or more, now employed in good mill, practical and experienced man. Best of references. Address No. 3870.
- WANT position as superintendent or weaver; long practical experience, and can produce quality and quantity pro-duction. Address No. 3871.
- WANT position as overseer weaving; 12 years on heavy duck, 14 years as overseer on sheetings, drill, osbaurgs, grain bag, tubing and rope machines; am 48. Can change on short notice. Good references. Address No. 3872.

- WANT position as overseer weaving, ex-perienced on large variety of goods and can handle room on efficient basis, Ad-dress No. 3873.
- WANT position as superintendent of small mill, or weaver in large plant; now em-ployed as overseer slashing, warping and drawing-in on 360 Draper looms. Good references. Address No. 3874.
- WANT position as superintendent, yarr or weave mill. Sow employed, but wish larger place Excellent past record Good references. Address No. 3875.
- WANT position as agent superintendent or manager of Southern mill on white work. Would be interested in buying s tock. Can furnish best of references and can show results. Address No.
- ANT position as overseer weaving, now running 800 looms and giving satisfac-tion; familiar with colored checks, cham-brays, many other lines; age 39, mar-ried, good references. Address No. 3877.
- WANT position as overseer weaving; age 29, married, I. C. A. graduate, experienced on plain and fine work including all kinds of cotton towels and specialities. Good references. Address No. 3279
- WANT position as superintendent; 28 years experience in mill, have held present place as superintendent for 8 years, have good reasons for wanting to change. Best of references. Address No. 2880
- WANT position as supt. of yarn mil. carder and spinner. Now employed carder. Can furnish good references show my record. Address No. 3881.
- WANT position as carder in large mill, or supt, of small yarn mill; 20 years as carder and spinned; mostly in carding and assistant supt. carder and assistant supt. Good refer-ences. Address No. 3882.
- WANT position as carder or spinner, or both. Practical man of long experi-ence; have excellent references. Ad-dress No. 3882.
- WANT position as supt. or weaver, long experience in good mills, excellent ref-erences to show character and ability. Address No. 3883.
- WANT position as supt. of spinning mill practical experienced man of good abil-ity and can get results. Address No. 3884.
- WANT position as supt, and manager of small or medium mill, or overseer of large, good paying weave room. Excellent references. Address No. 3885.
- WANT position as master mechanic; 20 years experience, now employed, good references to show excellent past record. Addrss. No. 3886.
- WANT position as carder and spinner or both, or supt.; 25 years in mill, 18 as supt.; married, have family. Address No. 3887.
- WANT position as spinner, white work preferred; experienced and reliable man. Can come on short notice. Best of references: Address No. 3888.
- WANT position as overseer of spinning, now employed as such and giving satisfaction, but wish larger place. Married, good habits, reliable and competent. Good references. Address No. 3889.
- WANT position as overseer spinning. Experienced spinner, practical and capable, good character and habits, best of references. Address No. 3890.
- WANT position as supt. or would take carding or spinning. Good references to show an excellent past record and can product good results. Address No. 3891.
- WANT position as carder or spinner in large mill, or supt. of small or medium size mill. Long experience in good mills; good manager of help. First classreferences. Address No. 3892.
- WANT position as supt. of small mill, with opportunity of investing in mill and advance. Long experience as ever-seer, good character, inventor and owner of patent that will be of great value to mill equipped to use waste sock. Patent would give mill big advantage in manufacture of twine, rope and similar products. Would take stock for entire amount of pattern and invest small amount in addition, or would consider new mill. Address No. 3893.
- WANT position as master mechanic.
 Long experience on both steam and electric work, 14 years in mill shops, good references. Address No. 3895.
 WANT position as supt., assistant supt., carder or spinner, mule or ring frames, good man of long experience, best or references. Address No. 3394.

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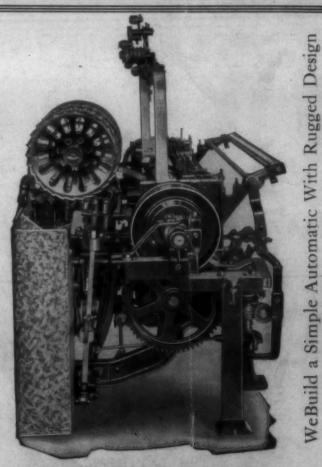
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